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SOCIAL SCIENCES

The Labour Gazette

CANADA
1971

Battered and bleeding but basically sound is the way Labour Minister Bryce Mackasey describes Canada's industrial relations system. How can the system be repaired? The Labour Gazette presents this month the viewpoints of three men—an industrialist, an academic and Mr. Mackasey. See "Collective Bargaining Under Fire," p. 14.

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nada Department of Labour

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New Year messages

Our common responsibility

Hon. Bryce Mackasey
Minister
Canada Department of Labour

We are now one year into the decade of the 70s. Four eventful months have passed since I expressed, in my most recent Labour Day message, certain views regarding the nature of Canadian society and the individual involvement on which the democratic system depends. I said then that I hoped the 70s would be remembered for the extent of participation by Canadians in the development of a strong and stable economy, and for the growth of a sense of collective social responsibility.

The attainment of these goals is, in itself, our common responsibility. We alone will answer for the quality of our future.

Central to this concerned involvement is the tripartnership of labour, management and government which, at this time, must deeply examine a vital structure—our collective bargaining system.

The effects of industrial unrest are evident. So, too, is the fact that the system must be adapted or modified in some way to make it more responsive and effective in dealing with the collective bargaining realities of today. This system has served Canada well in the past, and the foundation upon which it was raised deserves preservation through modification.

A senior management personality and a well-known economist have recently dealt with the same question that faces me: How to eliminate the weaknesses of today's collective bargaining system? What the three of us are doing is engaging in a responsible dialogue. Given the vital elements of co-operation and a responsible awareness of the public interest, a more mature process of industrial relations is bound to result. **Working together, labour, management and governments must aim at a new collective bargaining machine, attuned to times in which we live, and flexible enough to meet challenge of economic, social and technological chan**

This is the way of the democratic process. It has wor successfully thus far in the brief history of manki I am confident that, modified by the demands of cha and progress, it will continue to work in the futur without upheaval, and with the best long-term inter of all Canadians as the ultimate goal.

In its own special way, The Labour Gazette has important role to play in the evolution of the indust relations environment. It has already shown itself se tive to change with a dynamic new look and a r approach in its content that should be stimulating well as informative. To the readers of The Labour zette, my best wishes for a prosperous and satisfy New Year.

laking ourselves heard

C. Y. McGregor
man
lian Railway Labour Association

a strange world in which we now live. Old concepts, values are giving place to new words, new ideas, the olution of the young. Words and phrases unknown ew years ago are now part of our everyday consciousness. Ecology, women's liberation, FLQ, the drug culture, lution of the whole environment, "the artificial quality plastic lives in plastic homes," all of these and many re sometimes make us feel we are living in the worst imes.

r Canadian complacency has been rudely shattered late. Murder, kidnapping, demonstrations, and the of the repressive War Measures Act have forever nged the content and quality of our lives. These new blems, however, can't be allowed to push other blems confronting the labour movement into the kground. There are more than 500,000 Canadians employed and, despite Prime Minister Trudeau's astions, all indications are that their numbers will inase alarmingly in the months immediately ahead.

ere still exists a deep division between the labour vement and the federal Government as to the apach to our present economic problems. Our views based on a deep-seated conviction that these probns can be solved only through strong, growth-oriented nomic policies, and through redistribution of the nomic wealth of this country.

e New Year will see the introduction of the federal bour legislation by the Minister of Labour. From all counts, this promises to provide a comprehensive overul of our system of labour relations for the federal ctor. Naturally, we in the railway industry are vitally

W. C. Y. McGregor

concerned. Among the things we anticipate eagerly is the long-awaited introduction of the principles established by Mr. Justice Freedman, for only when we accept these principles do we establish the basis for true industrial democracy.

Finally, if we are to attain healthier and happier conditions for a better life for ourselves and for our children, there must be greater participation by all of us in the union movement, and particularly in the railway union movement, and we must make ourselves heard on the larger issues facing us all. We must also make strenuous efforts to organize the whole workforce, for only then will we achieve concerted action in all matters that affect our lives—and that is what counts in this New Year.

News briefs

■ **The 1970 edition of Industrial and Labour Relations Research in Canada is now being prepared for publication early this year by the Canada Department of Labour.** The purpose of the publication is to provide the industrial relations research community, and others interested in the subject, with an outline of projects in progress. This third edition is designed to continue the department's policy of filling an information gap in the research community, to make research personnel more aware of development in their field of interest, and to encourage a free exchange of ideas.

A survey is being conducted at present among members of the research community to ascertain what projects are being undertaken. Anyone who is engaged in an industrial or labour relations project but has not been contacted is invited to write the Industrial Relations Research Division, Economics and Research Branch, Canada Department of Labour, Ottawa 4, Ontario.

■ **W.C.Y. "Bill" McGregor, who was elected Chairm of the Canadian Railway Labour Association in 19 joined the CNR in Winnipeg in 1936 as a machi apprentice.** Two years later, he left to play hocke London, England, Riverdale, N.J., and in Sydney, N He then worked briefly with Canadian Pacific Exp before joining the RCAF, in which he served three ye as an aero engine mechanic. On discharge, he was e ployed again by Canadian Pacific Express.

He was elected local and district chairman of the B therhood of Railway and Airline Clerks in 1948 and a representative from July 1960 to June 1961, when became a general chairman. In 1967, he was elec to the post of international vice-president for a fo year-term. He became vice-chairman of the CRLA 1969 and Chairman in 1970. Mr. McGregor is als General Vice-President of the Canadian Labour C gress and a member of the Economic Council of Cana

■ **Dr. W. D. Wood, Director of the Queen's Univer Industrial Relations Centre, has been given a $33, Canada Council grant for a two-year study of Canad service industries.** To consist of eight studies ultima to be published by the Centre, the program will directed by Dr. Wood. Pradeep Kumar of the Ce Research Association will assist him, together with tre staff and associates from a number of discipli The research is aimed at expanding current knowle and understanding of service industries, which account for more than half of the total Canadian lab force and for more than half of the real domestic proc of the economy.

■ **The Government of British Columbia, for the time, has ordered a settlement of a labour dispute u the Mediation Commission Act.** The move ende six-hour strike in September by members of the In national Brotherhood of Electrical Workers emplo at the Alberni Pulp and Paper Ltd. mill in Port Albe The men were told to accept as final and bindi Mediation Commission decision on their dispute.

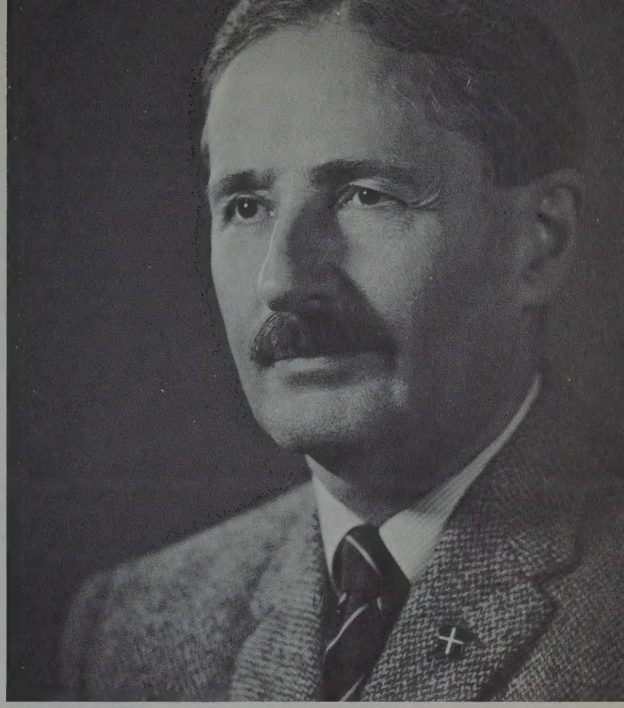
The Commission had previously ordered its first bin settlement in private industry, setting the terms new contract between the International Brotherhoo Teamsters and three Vancouver-area cement and crete companies. This decision, however, was late aside by B.C. Labour Minister Leslie Peterson so the agreement could be re-examined.

Two Canadians who have had long connections with anized labour have been appointed to the Senate. ey are Eugene Forsey and Edward Lawson. Dr. For-, 66, was Research Director of the Canadian Congress Labour from 1942-56 and continued in this position h the Canadian Labour Congress from 1956 to 1963. expert on Canada's constitution, he has taught at Gill, Carleton and Queen's Universities. Edward wson, 41, is the Canadian Director of the Interna-nal Brotherhood of Teamsters. He has been President he Teamsters Joint Council in British Columbia since 5 and is also on the staff of the international union.

Canada's postal workers ratified a new 30-month ntract in October. The contract gives the employees increase of 55 cents an hour over the contract period, aning an addition of about $22 a week for each em-yee by the end of the contract. The federal Prices d Incomes Commission said that the increases eraged 6.8 per cent a year and that, because they ceeded the 6 per cent wage guidelines, were inflation-y. "It should be noted, the Commission added, that portion of the increase to be effective in the period or to announcement of the Commission's guideline June 1970 is the key factor pushing the settlement yond 6 per cent. In the last two years of the contract, m April 1970 to April 1972, the increase provided well below the guideline."

e agreement came after two months of rotating strikes roughout Canada, a conciliation board report by dge Réné Lippé, and the appointment of two media-rs: University of Calgary President A.W.R. Carrothers d Toronto conciliator and arbitrator Thomas O'Con-r. Mr. Carrothers was appointed in June 1970 but t after four days of talks. Mr. O'Connor mediated two weeks and finally was able to arrange an agree-ent between the Treasury Board and the Council of stal Unions.

A pioneer Newfoundland labour leader, A.G. Dug-n, has died at 85. Mr. Duggan helped organize Local of the Pulp, Sulphite and Paper Mill Workers in and Falls, Nfld., and in 1913 became the local's first esident. In the 1930s, he began to organize trade ions in the province into the Trades and Labour uncil that later became the Newfoundland and La-ador Federation of Labour. In 1937, he was elected first president of the council. He helped also in ganizing the Grand Falls Co-operative Society, and er assisted in the formation of the provincial co-erative society of which he was president.



Eugene Forsey

Edward Lawson

Cecil D. Harper

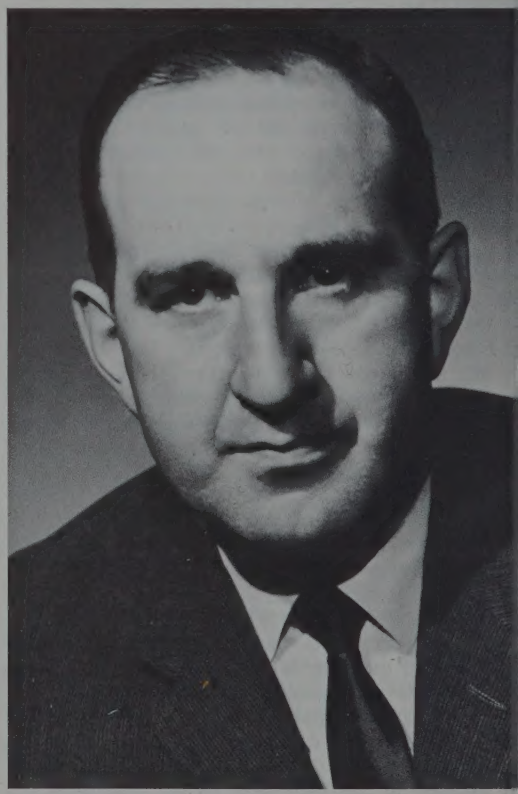
■ **Cecil D. Harper, 52 has been appointed Director of the Economics and Research Branch, Canada Department of Labour.** Mr. Harper was an officer of the Branch for seven years before joining the CNR in 1956 as a research economist. He returned to the Public Service in 1966 on his appointment to the Treasury Board Secretariat, where he assisted in the introduction of collective bargaining in the Public Service.

On leaving the CNR in 1960, Harper was appointed Supervisor of Industrial Relations Research by Imperial Oil Ltd. He was loaned by Imperial Oil to be a staff member of the Preparatory Committee on Collective Bargaining in the Public Service for a period of six months in 1963. Prior to his new appointment, Harper was Director of Staff Relations at the Post Office Department for two years.

■ **The Canadian Labour Congress has created a Social and Community Programs Department whose main areas of interest will be the establishment of community health centres and housing projects, and the development of programs to deal with consumer affairs, poverty, pollution, senior citizens and human rights.** The Director of the Department will be Jim MacDonald, former executive secretary of the CLC's National Labour-Co-operative Committee. Teamed with him will be Pat Kerwin, a CLC social worker who has served with Indian groups in the Kenora, Ont., region.

■ **Québec's Minister of Labour and Manpower, Pie Laporte, was murdered on October 17, 1970 by the Fr de Libération du Québec.** He was appointed Minis after the Liberals won the April election (L. G., A 1970, p. 547). Mr. Laporte was a lawyer but had work as a reporter on the Montreal daily, "Le Devoir," more than 16 years. He was first elected to the Québ National Assembly in 1961 and was re-elected in 19 He became Minister of Municipal Affairs and la added the portfolio of Cultural Affairs. After the 19 election defeat of the Liberals, Mr. Laporte beca chairman of the Liberal caucus in the National Asse bly.

Mr. Laporte was succeeded in his position by Je Cournoyer. Mr. Cournoyer had been Minister of Labo and Manpower in the Union Nationale Governm (L. G., June 1970, p. 395) for two months before Liberals took power in April 1970.



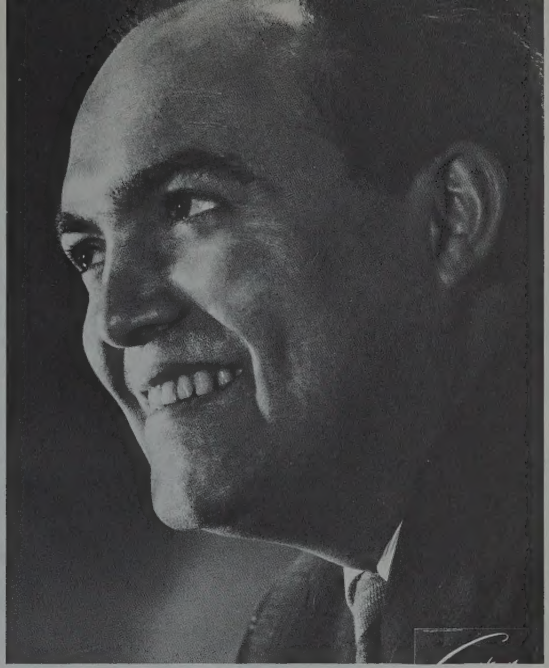
Pierre Laporte

onald MacLennan

Donald MacLennan, 34, has been named Minister Labour for Saskatchewan. He replaces Lionel Co-erre, who has become Minister of Public Works. Mr. lacLennan is the member for Last Mountain in the rovincial legislature.

Job openings for executives, engineers, accountants nd other professionals dropped 29 per cent in 1970, hile the number of persons seeking employment in these sciplines increased by 14 per cent. The information contained in a report on a nation-wide survey made y the Technical Service Council of Toronto, a non-rofit, industry-sponsored personnel consulting firm.

he survey showed that Ontario still had the largest umber of professional job openings. Vacancies reported n September 30 included 580 in Ontario, 253 in uébec, 148 in the Prairies and the Northwest Terri-ories, 87 in British Columbia and the Yukon, and 12 the Atlantic Provinces. The Council said that unusual umbers of men in the $9,000 to $17,000 income range ave been laid off by the aircraft, textile, chemical, ectronics and consulting engineering industries.



Pierre Boucher

■ **Pierre Boucher of Montreal has been elected President of the 150,000-member International Federation of Actors (FIA) for a three-year term.** The first Canadian to hold the office, Mr. Boucher was elected at the Federation's 8th international convention in Amsterdam during September. Actors' unions from 35 countries are affiliated with the Federation, and include the Fédération des Auteurs et des Artistes du Canada (Canadian Federation of Authors and Artists) and the Association of Canadian Television and Radio Artists.

Boucher has acted on stage and radio in Montreal since 1956, and has been a member of the FIA executive since 1964. He has been the general delegate of FAAC since 1962. Secretary General of the Caisse de sécurité des Artistes (Artists' Security Fund) since 1968, and a member of the Board of Directors of the Union des Artistes de Montréal (Montreal Union of Artists), which he has served both as president and treasurer. He holds B.A. degrees in law and philosophy and an M.A. in sociology.

The main duties vested in the FIA by the affiliated unions consist in representing actors with international bodies—namely, the Rome Convention, the World Intellectual Property Organization, and the International Labour Office and UNESCO—to negotiate international agreements with such international production agencies as Eurovision and Intervision, and to facilitate information exchange between the unions of the world.

■ **Canada's first Union-Industries Show attracted mo than 43,000 persons to 100 exhibits in Memorial Audit rium at Kitchener, Ont., during its five-day run in C tober.** The show was sponsored by the Union Lab Trades Department of the Canadian Labour Congre and was opened on October 3 by Governor-Gener Roland Michener.

The aim of the show was to display some of the acco plishments that labour and management have achiev by working together. A number of exhibits demonstrat the production of various consumer goods; others pr vided information on government programs, union o ganization and drug addiction. As well as having own exhibit, the International Ladies' Garme Workers' Union sponsored a fashion show each evenir Exhibitors included companies in the clothing, furnitu electrical equipment, tobacco and brewing industri as well as supermarkets and a variety of unions in t manufacturing and service industries.

■ **A new corporate symbol that can be adapted use by the province's industrial accident prevention as ciations has been chosen by the Ontario Workme Compensation Board. The symbol will be used also carry safety messages such as reminders to wear prot tive equipment or warnings about hazards.**

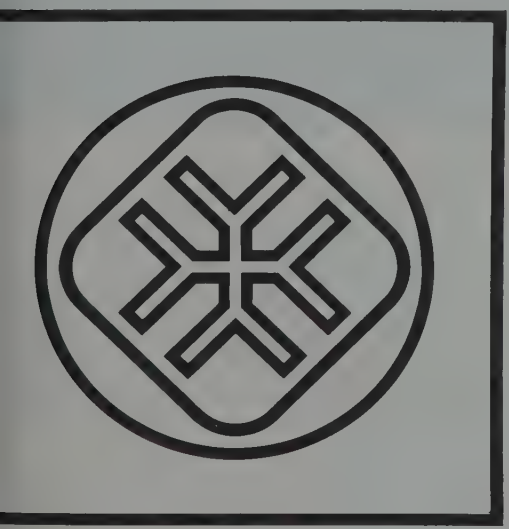
The new design is composed of three elements: a circ inside of which is a diamond, which in turn conta a variation, based on the cross, of the age-old inter

al symbol of man. The circle represents perfection, ily, happiness, continuity of life; the diamond is an rnationally recognized warning sign, representing Board's most important activity, accident preven- ; the cross form, reminiscent of hospital use, empha- s integrity and protection.

circle with the diamond inside of it forms the matrix remains constant for any of the uses to which the symbol is put. When the new design is used by of the accident prevention associations, the matrix contain the individual symbol of that association.

associations are: Construction Safety Association Ontario, Electrical Utilities Safety Association of ario, Forest Products Accident Prevention Associa- , Farm Safety Department, Industrial Accident Pre- tion Association, Mines Accident Prevention Associ- n, Ontario Hospital Association's Accident Preven- Department, Ontario Pulp and Paper Makers' ety Association, and Transportation Safety Associa- .

en used to present safety messages, the matrix will tain that message in symbol form—for example, a d hat to indicate a hard hat area. In addition to use on advertisements, films, publications and other ns of communication, the symbol will show the close tionship between the Workmen's Compensation rd and the accident prevention associations. The new bol was designed by Paul Arthur and Associates oronto.



Judge Nathan Green

■ **Agreement has been reached in Nova Scotia between 250 striking fishermen and processing plants. The agreements, however, still leave the question of union recognition open, as the contracts were worked out by committees that took no union identity.** Ultimately, the fishermen will be permitted to join a union of their choice.

The seven-month-long strike saw the appointment of Judge Nathan Green of the Provincial Magistrate's Court to inquire into the situation at the ports of Canso, Mulgrave and Petit de Grat. Judge Green said in his report that the fishermen should select their own four-man committees to discuss working conditions with the companies and go back to work. Judge Green was appointed by the federal and Nova Scotia Departments of Labour. The men are back to work, but the Nova Scotia Supreme Court is still studying whether the offshore fishermen come under the jurisdiction of the federal or the provincial government.

The United Fishermen and Allied Workers' Union is seeking recognition as bargaining agent for the fishermen. The Canadian Labour Congress supported the strike of the fishermen but will not accept the UFAWU as an affiliate unless it merges with the Canadian Food and Allied Workers Union (L. G., Aug. 1970, p. 562).

■ **René Rondou, 44, of Montreal, has been named President of the Tobacco Workers' International Union (AFL-CIO/CLC), succeeding the late Howard W. Vogt.** He will be based in Washington, D.C. Mr. Rondou is the first Canadian to become President of the union. He was the first vice-president of the union and will hold the presidency until the next convention in 1972. The TWIU has 7,000 members in Canada and represents almost all of the tobacco workers in Canadian plants.

Mr. Rondou is one of the seven vice-presidents of the Québec Federation of Labour. He became an international representative for the TWIU in 1956, and in 1963 he was made Canadian Director and an international vice-president. He was a regional vice-president of the QFL for two years and Treasurer for three years. The new Canadian Director of the TWIU is Roland J. Gauvreau of Hamilton, Ont. He will be based in Montreal.

René Rondou

Labour relations around the world

■ **Olaf Palme, Prime Minister of Sweden, announced last August 27 that his Government had decreed a ceiling on the prices of certain foodstuffs.** The rise in food prices had been far higher than expected and the Government had provided for an investigation to determine the causes. Kurt Nordgren, Vice-President of the Swedish Labour Organization, voiced his satisfaction with the decree and declared that it was important to the wage earner that his wages not be swallowed by rising prices. This applied especially to those on a low pay and in a poor economic situation, he said.

■ **In an attempt to check inflation, the Governm of Ireland has announced in Dublin the introductio controls for prices and incomes.** The limit on increa in wages and salaries will be 6 per cent, with a fl for adult males of 24 shillings ($2.88) a week and a cei of 36 shillings ($4.32). The new measures, which remain in effect until December 31, 1971, include the freezing of rents and new house prices at cur levels, and the control of retail prices, professional f and insurance and banking charges. Dividends directors' fees will be restricted.

New international standards intended to help improve living and working conditions of seafarers throughout world were set by the International Labour Conference meeting in Geneva during October 1970 in a session oted to maritime questions. President of the Conference was Dr. Nagendra Singh, Secretary to the President ndia, Sixty-five ILO member states, including Can-, were represented at the Conference.

international standards adopted were: a recommenion on the effects of technology on seafarers and the d for training and retraining these men; a recommndation on increased vocational training for seafar- a revision of the minimum wage to $100 a month n $70 a month; a Convention and a recommendation ing national authorities to report and investigate accits, keep comprehensive statistics on accidents, and e educational and research measures to reduce accits; a Convention and two recommendations on the of crew accommodation, air conditioning of crew ommodation, and the control of harmful noise; and ecommendation on the welfare of seafarers in port at sea, including a recommendation that seafarers' els should be maintained in all ports of interest to rnational shipping, where there is a need for them. e Conference adopted also a number of resolutions ing the ILO to study other questions affecting seafar-

e Canadian delegation to the conference was headed Capt. G.W.R. Graves, Chief, Nautical and Pilotage ision, Marine Regulations Branch, Canada Depart-nt of Transport. The other government delegate was n Fuchs, Economics and Research Branch, Canada partment of Labour. The employer delegate was J.J. rke, General Manager, Canadian Chamber of Ship-g, and the worker delegate was Leonard McLaughlin, sident, Seafarers' International Union of Canada.

■ **The C.A. Norgren Co. of Littleton, Colo., has instituted the four-day workweek.** The plant, which employs 450 persons, changed to the new work schedule last August 31. In an announcement made to all personnel, Neil Norgren, company President, stated, "We shall work 37 hours Monday through Thursday and be paid for 40 hours," and he pointed out that this represented a 7½ per cent hourly wage increase. In switching to the four-day week, the plant, which manufactures air processing systems, will have added approximately 50 more days to employees' time off during the year. When a holiday falls on a Monday, the workweek will be Tuesday through Friday. Employees will receive 40 hours pay plus the holiday pay if the holiday is a scheduled paid one.

Before making the decision for the Littleton plant, Norgren studied the effect of the four-day workweek on employees in the few comparable U.S. plants that had adopted the plan. Results of the study were a major factor affecting the decision. Norgren stated that, "Advantages noted by management in these various plants included a marked increased in employee enthusiasm and motivation, and substantial reductions in personnel absenteeism and turnover."

■ **The second largest industrial union in Fiji recently elected a woman, Mrs. Lucy Bale, as its President.** The 3,000-member National Union of Factory and Commercial Workers is 90 per cent male. Mrs. Bale works as a packing machine operator at a cigarette factory.

■ **The National Labour Relations Board of the United States has recognized the principle that when a firm is sold, the new owner is responsible for carrying out existing labour-management contracts.** In a decision covering four cases, the Board made the point that, unless there is an essential change in operations, "the collective bargaining contract remains in force and is applicable equally to the new employer and to the union that negotiated it with the predecessor employer."

50 years ago

The effects of fatigue on the output of workers, t Romanian way of disputes settlement, regulations U.S. immigrants to Canada, union demands for legis tion, a new Dutch labour act, and a conference of Eu pean farm workers were reported in the January 19 issue of The Labour Gazette.

■ **The effects of fatigue on the output of workers selected silk weaving factories during the winter mon were discussed by the Industrial Fatigue Research Bo of Great Britain.** Here were the findings: producti was slower at the beginning and at the end of ea working day; continuous work should not exceed fo hours; refreshments should be obtained without wo stoppage; fatigue developed on one day was not usua carried over to the next; and production under artifi lighting fell about 10 per cent, even when the light was considered good. The Board found also that outp increased from December to March as the need artificial lighting decreased, and that it could be rai by increasing the temperature of the workplace fr 58 to 65 degrees Fahrenheit.

■ **A Bill for the settlement of industrial disputes passed by the Romanian parliament.** The Bill provi that no strike or lockout could be declared in an est lishment employing 10 or more workers until after dispute had been submitted to a conciliation bo consisting of the workers' representatives, the emplo and an official from the labour department. If a set ment could not be reached by conciliation, then arbi tion was to be used.

■ An order in council concerning immigrants from United States was passed on November 30, tempora suspending earlier regulations governing immigrant the mechanical, artisan and labouring classes. Un the new regulations, these immigrants were require have in their possession $250, including paid transp tation, $125 for each member of the family over years, and $50 for each child between the ages c and 18. The regulations became effective on Decem 15, 1920 and were to remain in force until March when the previous regulations were to be re-establis

Members of the executive of the Trades and Labour ngress of Canada, together with the provincial secre- y of the Ontario Workers Educational Association, uested the following legislation: an act limiting work- hours to not more than eight hours a day; an act viding for the payment of fair wages and observance established hours and other conditions; pensions for ed and needy persons; one day's rest in seven for workers; an end to the activities of private detective ncies in industrial disputes; and amendments to the tario Temperance Act, whereby it would be legal to nufacture and sell beverages not exceeding 2½ per t alcohol by weight. Also requested were amend- nts to the Workmen's Compensation Act that would ke it mandatory for all accidents to be reported by employer at the time of the accident, no matter ether the injured man remained in that job or not. olition of all private employment agencies operated profit was also sought.

In Holland, a new Labour Act provided for an 8-hour y and a 45-hour week in all factories and workshops. fice, agriculture, horticulture, forestry and mining rkers were excluded, however, and quarry workers d longshoremen were still subject to special legisla- n. Women and young people were not permitted to rk on Sunday, and men could work only under special angements, subject to the authority of the labour minister or the district chief inspector. Work after 1 p.m. on Saturdays was governed by the same conditions.

The work day began at 7 a.m. and ended at 6 p.m. A special permit was required for overtime and for night work. Only under special circumstances was work allowed up to 11 hours a day for men and up to 10 hours a day for women and youths over 16. Children under 14 were not allowed to work. Working hours for managers, assistant managers and foremen were not affected by the Act.

■ **About 2,100,000 farm workers were represented at the first International Congress of Land Workers held at Amsterdam.** The Wages Board Gazette, in its account of the Congress, stated that only an estimated 10 per cent of the Italian and 30 per cent of the German workers had joined their unions, and 50 per cent of the agricultural labourers of Great Britain had enrolled. Resolutions were passed against war and in favour of land nationalization.

Collective bargaining under fire

The Canadian system of industrial relations is in need of a major overhaul. What should be done? Here are three viewpoints providing insights into the complexity of the problem. The first—Strikes: Today's Monstrosity, Tomorrow's Dinosaur?—is from industrialist R. P. Riggin, who thinks that the system is overbalanced in favour of labour and that, if changes are not made, a new system might evolve that would include compulsory arbitration. The second—The Strike: Reluctant Instrument in a Free Market Economy—is from university professor Bernard Brody, who argues against Mr. Riggin's ideas and believes that the strike is a weapon reluctantly used in our economy. The third—Room for Improvement—is from federal Labour Minister Bryce Mackasey who, although he believes that the system is basically sound, outlines the many changes that he thinks must be made to restore the system to good health.

Strikes: today's monstrosity tomorrow's dinosaur

by R. P. Riggin

Most thoughtful people would agree that a strike is not a very civilized way to settle a dispute between an employer and his employees. As the alacrity, frequency and severity with which the strike weapon is used grows—and it is growing—this belief is bolstered substantially.

A recent "Wizard of Id" comic strip goes like this: Court Counsellor (approaching King on throne): "Sire, some agitators just burned down the post office." King: "Anyone hurt?" Counsellor: "No, the mailmen are all at home having a sick-in." King: "Then send in the troops!" Counsellor: "The troops are picking up garbage until the sanitation workers return." King: "Gad! The whole kingdom is going down the drain!" Counsellor: "I hope not, Sire—the plumbers walked out this morning."

Although it is good that we can still manage a chuck at a humorous take-off on what is occurring in real li the sad fact is that the events portrayed in the cor strip could have appeared just as well in the news c umns of the same newspaper.

7.7 million man-days

Canada lost 7.7 million man-days in strikes last year- record by far. Previous highs were about five million 1966 and 1968. It is discouraging to contemplate wh the box score will look like at the end of this year wh it is realized that bargaining takes place for approxim ely 900,000 of the 1.6 million union members unc the wing of the Canadian Labour Congress.

Traditionally, labour relations experts have adhered the proposition that the privilege to strike is an integ part of the collective bargaining process. It is presum that meaningful negotiations will not take place unl the possibility of a work stoppage exists. Althoug do not subscribe fully to this, the proposition does ha sufficient validity that any examination of the use the strike weapon should not be divorced from a lo at the whole process. Collective bargaining worked latively well in the past—what has changed? What justments are needed to revive it as a viable institutio And, if it continues to fail the public interest, what mi replace it?

It is crystal clear that a balance of bargaining po no longer exists between employers and unions. major key sectors of the economy are highly unioni by a handful of powerful monopolistic unions that write their own ticket to a significant extent. And t do this despite high levels of unemployment and w arrogant disregard for pleas for wage restraint from governments and others. Monopolies are inheren bad—in unions as elsewhere—and they must be regula if not curtailed, in the public interest.

day's striker is in a quite different position from his unterpart of yesteryear. He has assets. He is paid bstantial strike benefits in many cases. Credit is readily ailable, as are benefits under government hospital, dical and other schemes. He is more mobile than his her was, and some of the younger people don't see y particular virtue in steady work anyhow.

is not my purpose to venture a judgment on any of ese developments, particularly the last one. I simply int them out as being important factors in the shift the balance in collective bargaining. We are bound acknowledge that, for most individuals, expenditures e to meet income or exceed it, and a little more debt curred for one reason or another—such as a strike—is t unduly upsetting. After all, for the past 25 years, nes have been good, and most of us have been able work out of temporary financial difficulties.

this why an Inco employee, after being on strike for er three months at Sudbury last year, would go for car dealer's offer of $200 cash to the striker and three ars to pay for a new 1970 car, with the first payment layed until after his return to work on termination of e strike, whenever that would come about? A striker rely loses his job in this day and age, regardless of e length of the jobless rolls. Although permitted by w, it is a practical impossibility for the vast majority major companies to carry on production operations uring a strike. The Inco striker and the Sudbury car ealer both knew that the former would not lose his job.

ome corporations have grown to be financial giants ith a diversity of operations. This superficially suggests at their bargaining power with the unions is enormous. he facts are, however, that more and more, various erations in our economy or in an industry or, indeed, ithin a single corporation are so interdependent on ne another that a strike at one often has substantial npact elsewhere.

Only a relatively small number of employees may be involved in the actual labour dispute, but the overall impact can be devastating. A strike by a few plumbers can shut down a $100 million dollar project, a tug boat strike can almost paralyze a whole province. I suggest that this development was not foreseen when our collective bargaining legislation with its presumed balance of power was first laid down. Also unforeseen were the enormous amounts of capital that would be required for investment in new projects. Obviously, costly facilities cannot sit idle for very long without highly damaging results. For example, capital invested for each job created in the two newest mines in the Noranda Group is $218,000 at one and $240,000 at the other; at our pulp mill, each job required an investment of $122,000.

These, then, are some of the more important developments that have created the vast imbalance in power that lies at the very heart of our collective bargaining system which, as I have indicated, is functioning rather badly.

There are additional reasons why the system is breaking down. There is ample evidence to indicate that confidence, direction and guidance within several union structures, and within organized labour generally, have collapsed to the point where management frequently does not know with whom it should really bargain. This breakdown persists even to the level of the union local where, when an agreement is made at the bargaining table, it is turned down by the union membership about 15 per cent of the time. Thus far in 1970, the Noranda Group has already had five rejections of bargaining settlements—and two of these resulted in strikes at major operations. Isn't it probable that many union members see their union as a huge bureaucratic institution in the same way that they view big business and big government?

Frank assessments

It would be statesmanlike for leaders of the Canadian Labour Congress to confess that they wouldn't agree to a program of voluntary wage restraint because the CLC wouldn't be able to get individual unions to go along; which, in turn, wouldn't be able to get their union locals to go along; which wouldn't agree to sell the idea to the membership. Such a frank admission would at least have the virtue of focussing attention on a real problem, thus permitting appropriate solutions to be explored. At the moment, all we hear from labour leaders is rhetoric that large wage increases (currently running at an annual rate in excess of 9 per cent) are not a major factor in the inflation we suffer. From one American union leader we even had the arrogant pronouncement that his union would be no more responsive to the pleas of the Canadian Prime Minister for restraint, than it would be to those of President Nixon.

This was Walter Reuther, late President of the United Automobile Workers. On Reuther's recent death, Chrysler's Vice-Chairman said, "It has taken a strong man to keep this situation under control. I hope that whoever his successor may be, he can exercise equal internal discipline." Doubtless his point is well taken; but it is shocking to realize that an apparent ability to keep the lid on revolt in the union membership is the overriding criterion for union leadership.

Membership rejection of negotiated settlements creates serious problems for unions, managements and governments alike. It is one of my sad disappointments that no government has seen fit as yet to initiate tripartite efforts to solve this vexing and common problem.

Public Service strikes

Another development that has mitigated against proper functioning of the bargaining process in the private sector has been the granting of the strike privilege in the federal Public Service and in some provinces. Government is the embodiment of all the people. It cannot move away, it cannot lock out its employees, and it is not a business organized for profit. Thus, the conventional notion of strikes as a test of economic strength does not apply. A strike against government becomes an interference with the political process; it is an effort by one section of the public to misuse monopolistic control of a specific service – the postal service is a good example – as a weapon with which to bring the entire community into submission.

The unions say of the Government, "Let's squeeze as much as we can from the lemon." In Mr. Trudeau's words, "The juice doesn't come from my pocket but from the public." U.S. Labor Secretary George Shultz has said, "A person who chooses to work for the Government accepts a special responsibility to the national interest. . .striking against the Government—and against the public order the Government is constituted to uphold—is not a right; it is a wrong."

Time and again, it has been demonstrated that a politician is in no position to handle crisis bargaining that may end up in a strike that will play havoc with essential tax-supported public services.

All strikes in the Public Service should be prohibited, and the sooner, the better. Such a prohibition would clearly be in the public interest, which, to my mind, includes a workable system of collective bargaining in the private sector.

It has been argued that public servants should be pe
mitted to strike because they'll go on strike regardle
of the law. Earlier this month, an official of the Canadia
Union of Public Employees said, "Maybe it's time v
defied that stupid law." He was referring to an Ontar
law that prohibits employees of homes for the aged fro
striking; unresolved disputes are referred to arbitrati
by an independent third party.

Laws are to be observed, and we don't change la
simply because they are broken—we punish for t
violation. That is the way it is supposed to work in
civilized society. But unions and union conduct oft
appear to fall under other unwritten rules. **Failure**
enforce our existing labour laws must shoulder mu
of the blame for the suspect position in which collecti
bargaining and use of the strike weapon find themselv

Bargaining and use of the strike weapon are comi
under fire in another way. There is a widely held p
sumption in industrial relations that all is in good ord
and that the public interest is best served if manageme
and labour resolve their own problems by themselv
as they see fit. This presupposes that the first prior
is a private and peaceful settlement. Concern for t
longer-range impact of the settlement on the rest of
economy and society is effectively submerged in t
self-interest approach by the parties.

In the view of U.S. economist John Kenneth Galbrai
as expressed in an address he delivered in Ottawa
the fall of 1969, conflict in the heartland of the industr
system has been extensively absorbed by the syst

ere differences are resolved by raising the price of our and by raising the price of the product. In a oyant economy, this usually leaves both the employer l employee better off than before. But, Prof. Galith says, this simply exports tensions from the indus-l heartland to the public sector, and to those other as of society where incomes respond slowly to the ation that has been created.

lbraith went on: "Does this analysis not mean that, n at the cost of more trouble, even anguish, in the ustrial heartland, we should stop this export of ation and tension to the rest of the economy? I ieve this is so. And I believe it must come. It means ne system of wage and price restraint wherever strong ions bargain with strong employers in a strong mar-." I noted in a recent newspaper article that Galbraith

point effectively made by Prof. Edward Neufeld at the University of Toronto in an address last December. (L. G., May 1970, p. 340).

Some managements are beginning to accept the challenge that they must create a healthy climate in which the workplace of each employee can be more career-oriented than job-oriented and, hence, much more relevant and meaningful for him as an individual. Few union leaders admit that some of their own problems stem from the fact that many employees, particularly the youthful ones—their union members—consider work as a drudge and a drag.

This should not be surprising. Union leaders are convinced that collective bargaining is the total answer. Of

ade the same point earlier this week in an appearance fore the U.S. House Banking Committee. If he is right, en the strike in major industry is doomed to a trip the garbage can.

e disadvantaged

though we habitually think of labour disputes as being tween unions and managements—and this is true in e direct sense—nonetheless, the real social fight is tween the big powerful unions, which can dictate flationary settlements for their members, and the poor d disadvantaged people and those such as old age nsioners who suffer greatly from spiralling prices—a

course, **collective bargaining was not designed with the purpose in mind that the individual's attitude to his work was important, or that this attitude or lack of it would have such an apparent impact on labour relations. If anything, bargaining probably does much to hinder development of healthy job attitudes.** Perhaps this is why simply piling on more money does not avoid or settle strikes as it usually did in the past.

It is little wonder that there is a crisis of confidence in our present industrial relations system. One would suspect that those of us on both sides of the bargaining table who want to see a workable system survive would be devoting our attention and efforts to solutions.

So what transpired at the CLC Convention at Edmonton in May? No time was devoted to solving the many problems of collective bargaining. A week was spent debating social action programs and political activity, and vilifying the efforts of the Prices and Incomes Commission. And the usual roar of approval was reserved for the perennial echo-of-the-Thirties speech...about those industrial and financial tycoons who put the working man in chains while they continue to pick his pocket. Surely it is saddening to see this archaic nonsense take the place of a constructive attack on some of the problems of collective bargaining which, after all, is a union's first order of business.

Whether organized labour wants to believe it or not, collective bargaining in Canada is definitely on trial. The public is fed up, and immediate improvements are needed if it is to be allowed to subsist. What are some of these?

Pending needed changes, our existing labour laws must be enforced. Unlawful conduct in support of unions and strikes should not be exempt. Union monopolies should be curtailed. Union power over union members should be diminished. Times have changed so much that... comments about the working man in chains are now applicable to some unions. The union member requires a bill of rights for protection against his union. An ombudsman appointed by union leaders from within the union, as endorsed by the CLC last month, is surely an attempt to smoke-screen the real need.

If one of the measures required to help restore the balance of power is a law to curtail use of the strike weapon, then so be it. Let's get on with it before more serious damage is done. Hopefully we are not yet too late. A settlement made in good faith at the bargaining table should be made to stand.

There will have to be more intervention in labour disputes, with government empowered to order cooling-off periods, fact-finding inquiries, and a host of other intervention processes that promote and encourage peaceful settlements—but not settlements at any price. The public interest demands that settlements accommodate themselves to national goals established for the good of all society.

If measures such as these do not put our industrial relations system back on an even keel, then the public will rightfully require that it be abandoned and replaced by some other system. In such an event, it seems probable that the new system would involve some kind of compulsory arbitration of wage disputes. In my opinion, arbitration need not stultify meaningful collective bargaining. For example, a requirement that the arbitrator accept in toto the last best offer of either one par or the other would effectively encourage a company ar a union to put its best foot forward without runnir the risk of having the arbitrator cut the baby in ha as the saying goes.

Strike privilege, not a right

It is sometimes forgotten that collective bargaining ar the strike are not rights. They are not Holy Writ. Th are privileges granted by law, and they can be tak away by our lawmakers. With maturity, statesmansh and realism, we can voluntarily relegate the strike tantamount extinction. If we continue on our prese course, legislation will shove the strike into the grav yard with the dinosaurs.

The preceding article was taken from an address de vered to the Rotary Club of Kingston by R.P. Riggi Vice-President, Corporate Relations, Noranda Min Ltd.

(The opinions expressed in the accompanying article a those of the author, and do not necessarily reflect t views or policies of the Canada Department of Labou

trikes: reluctant instrument a free enterprise economy

Bernard Brody

ant to take issue with the article, "Strikes—Today's nstrosity, Tomorrow's Dinosaur," by R.P. Riggin, e-President of Corporate Relations for Noranda nes Limited.

way of introduction, let me begin by observing that nink the article's whole approach to collective bar- ning is based fundamentally on self-interest, and is refore devoid of significant objectivity. After reading article, I could not avoid being left with the impres- n that unions are too strong, that wages are too high, l that company profits are too low. But these senti- nts are not peculiar to business executives or profes- nals; workers, unionized and non-unionized, feel that ing costs are too high and that their wages are too v. But the ethics of the functional distribution of the NP pie can hardly be discussed as an abstraction apart m the goals a society wants to set for itself—and that tter really lies beyond the scope of this paper.

hat is a right?

e article ends with the statement that the strike is ither a right nor Holy writ, but a privilege that the w has granted and that the law can take away. Of urse this is true. All rights are, by definition, "privi- ges." One has only to check with a dictionary: "right" synonymous with "privilege." The paragraph title, trike Privilege, Not a Right," is nothing less than a t of semantic sleight of hand beclouding the real ues.

e now possess the right to vote, but not many centuries o, the common man did not have this instrument— d, of course, he can lose it again. If you really think out it, even the right to one's life is only a privilege. urder a policeman and you lose the holy right to go living. But let us not get wound up in semantics. **orkers have the right to withdraw their labour services nen they believe that, by doing so or intending to do , they can compel an employer to raise their wages.** is is just elementary business horse sense, and Mr. ggin, as a successful businessman is well aware of e principle. He has undoubtedly engaged in this game th for himself personally, and also against the market a member of the executive body of his firm. The jective is to obtain the highest possible price for one's oducts simply by attempting to influence either supply demand.

Most firms possess some range of price discretion based on such restrictive devices as advertising and product differentiation, proximity to markets or supply sources, patents, market concentration, and control over inputs. Economic theory predicts that, where an increase in price will result in a less than proportionate decline in quantity demanded (technically: price elasticity of demand less than unity) price manipulation will increase

Bernard Brody

total revenue. Given the demand, if you limit supply, then you will have created some tendency for prices to rise. Surely all inventory specialists are aware of this principle—Noranda is no exception. Manipulate production and inventory levels to ensure that you do not over produce when business is slow or underproduce when the market is buoyant. Are these management methods not against the public interest? Doesn't the public suffer when prices are too high because of these tactics? **Nobody seems to advocate that the output of business firms be government regulated to ensure that they will always produce at the lowest possible prices. So why should entrepreneurs complain when workers employ the same strategic device?**

Some additional comment is called for on the relationship between the "powerful monopolistic unions" that Mr. Riggin complains about and his concern over the "record by far" of man-days lost through strikes. If one thinks for a moment about these two themes, one soon realizes that they harbour a basic contradiction. If the unions are as strong as Mr. Riggin contends, why are they obliged to resort to strike action so frequently? If their bargaining strength were really so great, they could simply bully any employer into agreeing to whatever terms they demanded. The fact that there are so many strikes might cause one to point the finger at the opposite end of the power spectrum. Perhaps companies are so strong that they can, in effect, tell the unions to "go jump in the lake."

It takes two to start a strike

All too often the public is browbeaten into thinking that labour unions are necessarily the agents causing strikes. In reality, it takes one side to ask for something—improvement in working conditions or increases in wages—and it takes another side to refuse. If the differences leading up to an impasse are not resolved, a concerted cessation of work may follow.

Most of those persons who speak or write on the subject of strikes have never had the experience of being an employee whose union is on strike, so they are inclined to offer glib and unrealistic opinions. **The cost of a strike to a worker and his family can be crippling. Try someday to live on beans and bread for a few weeks. Try to imagine your savings—where they exist—dwindling with each passing day. Management's salaries continue throughout the strike period, but the worker's income is cut off.** The strike pay offered by the average union is only enough to buy beans and bread. Often there is no strike pay at all. A worker does not decide lightheartedly to engage in a strike. It is a tactic by means of which he pits possible pay-off benefits against a calculated risk. This is the same kind of risk that businessmen are always beating their chests about—the venture that is supposed to be the very heart and core of our free enterprise economy. The entrepreneur risks his capital, gambling for a pay-off in the form of a steady and substantial stream of revenue.

Life and times of a worker

Riggin states in his article: "...some of the young people don't see any particular virtue in steady wo anyhow." Newspapers are replete with stories on t seriousness of today's alienated youth, and the messa they are attempting to communicate deserves o whole-hearted attention. **How many of us realize h seriously the working man has been alienated since t industrial revolution began in the late 1700s? All t creativity and the meaningful satisfaction have be completely sucked out of many jobs, and they have d generated into routine, repetitive, sterile, meaningle exercises.** Work functions generally are oversupervis and unchallenging. It is likely that if firms eased u sharply on such instruments as time and motion stu and made some effort to build industrial tasks arou personalities instead of around fingers, hands and fe they would be pleasantly surprised at the eventual r duction in the unit labour costs of output.

Public Service strikes

When it comes to pointing out all the gross inefficienci of government enterprise, businessmen probably fo the most vociferous segment of society. There is so truth in the argument. But, has it ever occurred to the businessmen that one way of improving the quality government services would be to heighten motivati for its employees, and to program more appeal a challenge into the work in order to attract more qualifi candidates? And has it ever occurred to businessmen th one of the ways this could be accomplished would to raise the salaries offered? But, of course, "We alrea pay too much in taxes..." You can't have it both wa Businessmen are against the use of the strike by pub service employees. Yet, they will tolerate a system which postal workers, in order to raise their salaries about 2 per cent—the original government offer was per cent a year, the final settlement approximately per cent—were forced to engage in a 12-month "b gaining" session that included a summer-long stri Was the government bargaining in "good faith?"

In most ways, the government is like any other empl er. Only a few of its services are really "essential" any sense of the term. And the wages and salaries Public Service employees have to compete with wages and salaries of private sector employees for goods and services in the supermarkets and departm stores. **If wages in the private sector rise by 9 or per cent a year, how can we expect to attract high qual well-motivated individuals when this employer is will to go only to 5 per cent and is eventually dragged- a high cost to the employees and to the public—t**

cent? Those who complain about government ifficiencies would do well to keep tabs on the erences between wages and fringe benefits in the ate and public sectors.

body likes a strike. A strike imposes inconveniences l hardships on everyone connected with it. But the ker needs this instrument—even if only for its poten- use—to compel his employer, be he in the private public sector, to think hard about the relative costs he union proposals versus the ultimate disagreement. he employer responds to the worker's threat with no," he could provoke a strike. He is, in effect, making ational, economic decision: It is cheaper for me to a strike than to accede to your requests involving her production costs to my firm. The strike possibility es both sides to face the consequences of their re- ctive positions.

yet no one—not even the Prices and Incomes Com- ssion—has devised a formula enabling us to differen- te product prices that are "too high" and "unjust," m the "good" ones. Economic forces are just too merous and complex, and the economic science still imprecise, to permit such a clear distinction—and same situation applies to the setting of wages. **Until discovery of such a formula, bargaining power and llective negotiations—and their extensions, the lockout d the strike—will have to remain as second-best instru- nts in the wage determination process.**

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he opinions expressed in the accompanying article are ose of the author, and do not necessarily reflect the ews or policies of the Canada Department of Labour.)

In need of repair but basically sound

by Bryce Mackasey

I want to talk about our system of industrial relations. It is a system that is now severely criticized in some quarters—and, in my view, that is all to the good. For I believe that our system of industrial relations lies very close to the centre of our economic and social life. I believe that it stands very much in need of improvement. And I believe that improvement cannot come without criticism. Let's look then, for a minute, at the type of criticism that is most frequently heard.

It is said that strikes are growing in number and duration and are having a seriously adverse effect, direct and indirect, on our economy. And there is support for this contention in the statistics, which show that man-days lost owing to strikes in Canada numbered almost 4,000,000 in 1967, more than 5,000,000 in 1968, and slightly more than 8,000,000 in 1969. It can be argued that simple figures of this kind tend to exaggerate the economic effects of strikes. They nonetheless leave legitimate cause for concern, particularly when it is remembered that certain types of strikes can and do cause layoffs and other forms of economic disclocation in areas beyond their own boundaries.

It is said that collectively bargained wage settlements are too high, that they constitute a threat to the improved price performance for which governments, federal and provincial, have recently been striving, now with a heartening degree of visible success. And it must be admitted that the most recent figures on the average size of settlements provide little cause for complacency on this subject, because they have yet to show the tendency toward moderation that would be appropriate—and is really inevitable—under present conditions.

It is said that the process of collective bargaining has, in some cases, become a ritualistic charade; that it is failing to come to grips with some of the new problems produced by our increasingly industrialized society; that it is for some reason failing to reflect the changing values of the young and relatively well-educated people who now constitute the bulk of the Canadian workforce. In this area, statistics are of little help. But experience suggests that, to some extent there is truth in the allegations. How else can one explain the disenchantment frequently expressed, the wildcat strikes that sometimes occur during the life of an agreement, the bewildering tendency for workers to reject settlements negotiated by their chosen representatives?

Finally, **it is said that the operation of our industrial relations system is widening the gap between the "haves" the people organized to protect and service their own interests—and the "have-nots," the unorganized people whose incomes frequently fall below the poverty line. I am personally inclined to reject this view—because it seems to be based on a cause-and-effect relationship not easily identified in the real world—but I can understand the concern of those who support it.** For there are times when big corporations and big trade unions appear to the public as institutions so caught up in the pursu of their own interests as to have lost the capacity f real concern about the possible effects of their actio on less fortunate members of the Canadian communit

A serious indictment

These then, are the principal criticisms. If they are w founded—and, in my view, they have at least some ba in fact—they represent a serious indictment. Taken t gether, they paint a picture of an industrial relatio system in trouble. And they perhaps justify a sear for basic alternatives. Well, let us look at some of t possible alternatives. **Let us see if we can find in t experience of others something less prone to proble and better suited to Canadian needs and aspirations. Let look briefly, and with an open mind, for a better model**

At the outset, we can reject out of hand the procedur that pass for labour-management relations in the countries, whether left or right, in which a totalitari state endeavours to control all aspects of life. The procedures dispose efficiently of the strike problem, a they dispose with equal efficiency of what some peo would describe as corporate misbehaviour. But th dispose also of individual freedom, a price we are n prepared to pay. And can anyone seriously believe th in the long run, they will prove to be well suited the aims and aspirations of ordinary human beings?

Another possibility, often talked about, is the syst for which Australia and New Zealand provide the m contemporary models—a system based on free collect bargaining, but requiring dispute settlement by comp sory arbitration. Against a long history of public ceptance, such a system can be made to work. Bu recent series of articles by a Canadian scholar, Fran Bairstow of McGill University, does not make it lo attractive. She paints a picture of a system burden by procedures that Canadians would regard as cumb some and legalistic.

Although I sometimes hear people in Canada talk w fully and rather superficially about the miracles t might be produced by a system of labour courts, I ra encounter an employer or a trade unionist who wo

our the general introduction of compulsory arbitra-
. **I see nothing in the present situation in Australia New Zealand that would encourage me to believe t a system of compulsory arbitration gets rid of strikes other signs of industrial unrest. If anything, I am uck by the fact that, in these countries as in Britain, re is a growing inclination to adopt elements of what ght be described as the North American model—the model we are busy criticizing.**

can pass quickly, I think, over the form that indus-l relations takes in Japan. It seems to work. Some ople would say that, in economic terms, it has been rking wonders. But it is so clearly a product of Japa-se cultural values—values that, among other things, ke an employee reluctant to complain and an em-yer willing to assume a lifetime responsibility for the ysical and social needs of his employees—that it uld surely be a waste of time to try a transplant. we are to take on another model, it will have to be e that feels at home in our own culture.

ropean models

ere are other possibilities in Europe. Sweden, for ample, where trade union organization extends to 90 r cent of all industrial workers, where industrial rela-ns have been characterized by a low incidence of ikes and a high degree of stability, and where inter-ntion by the state mediation service is a relatively re phenomenon. This is a record to envy, but **it would wrong to assume that we in Canada could adopt the wedish model. For it is based on a degree of state gulation of economic and social life that Canadians uld find unacceptable, and it is made possible by a gree of organizational centralization, among both em-oyers and trade unions,** that does not and perhaps uld not exist in a country with physical characteristics at tend to favour a fair degree of decentralization.

any of the same things could be said about other ıropean models, including particularly the one found the Netherlands. The Dutch system has also produced high degree of industrial relations peace and stability. ıt it, too, involves a substantial amount of state plan-ng and regulation and an extensive system of consul-tion with employer and trade union groups that are ghly centralized.

I could go on this way at greater length, carrying the search for basic alternatives to other countries like France and West Germany and Italy and Denmark. But I am not sure it would lead anywhere. From what I have already said, it is fair to conclude that the search for a new model is not likely to succeed. It is not likely to succeeds for the reason I suggested at the beginning of my remarks: that our system of industrial relations lies very close to the centre of our economic and social life. As such, it is a compound of Canadian values and tendencies and ways of looking at life. The same can be said about the systems of industrial relations that have developed elsewhere. To a considerable extent, each and every one is and must be the product of the environment in which it operates.

And it should be noted that all of the foreign systems to which I have referred have recently been showing serious signs of strain, exhibiting many of the tendencies that have led to concern and criticism in Canada. The fact of the matter is that, in all parts of the industrialized world, systems of industrial relations are feeling the pressures of rapid economic and social change and are responding with only limited success.

No, I am not much impressed by the search for basic alternatives. I doubt that there are any. I know of none that would look both feasible and attractive in a Canadian setting at the present time. There are foreign concepts and techniques that we might in the long run be able to adapt and put to use. There are foreign attitudes, suitably modified, that we might in the long run try to emulate. We can learn from others. But, in a very fundamental way, we must live with a system of industrial relations that has its foundations embedded in Canadian soil. And, if we are looking for the means to improve it, we must rely largely on Canadian materials and parts. For, in the last analysis, Canadians must understand and accept and feel comfortable with their system. This is not to say that we can sweep our problems under the rug or fall back on the comforting illusion that all is well. The problems remain and must be tackled.

My approach is a simple one. Big problems rarely disappear of their own accord. And they can rarely be disposed of by a miraculous wave of the wand. For the most part, they have to be solved by effort—sustained effort by a lot of people on a number of fronts. In talking today about our industrial relations problems, this is the only kind of solution I can offer you. **Some part of the solution may be found in an improved legal framework and, as you know, the Government has announced its intention to introduce, at the present session of Parliament, a comprehensive revision of the Industrial Relations and Disputes Investigation Act.** I am satisfied that the revision will be worthwhile and will represent progress. I am also satisfied that it will not bring us to the promised land. In industrial relations, as in other aspects of human relations, law has limitations.

For a large part of the solution, we will have to look elsewhere. We will have to look at the workplace to determine whether it is really fit for modern man. We will have to look at the way in which jobs are designed and work is organized, to determine whether there are ways and means of restoring greater scope for human initiative and pride. We will have to look at the concepts and techniques of personnel management to determine whether they are designed to encourage human participation. There is much to be done in examining the badly neglected motivational side of industrial relations. I for one suspect that some of the root causes of our trouble are to be found there. The suspicion stems from m personal experience with a variety of disputes in whic the search for a sensible settlement has been unreaso ably prolonged because of an underlying and deep-sea ed current of rank-and-file frustration—a frustration th neither employer nor trade union officials could ful understand.

We will have to look at the structure and quality of o employer and trade union organizations. When I loo at some of these organizations, when I see the way which their lines of authority and responsibility run, wh I sense the inadequacy of the resources they are willi

or able to devote to an increasingly complex set of issu I am sometimes amazed that we are not plagued w even more trouble than we have. I am frankly n satisfied that all of our corporations and trade unio are equipped to participate in the delicate business industrial relations.

Communication problems

We will have to look in a practical way at the commu cation problems that plague our institutions, employ and trade unions alike. How can we expect people respond to the real requirements of an organizatio they have been given little or no opportunity to appre ate its aims and objectives, and have been denied inf mation about its present condition? I ask that questi because it needs to be put to corporations on beh of their managers, supervisors and employees, and

ase it needs to be put to trade unions on behalf of ir officers, stewards and members. And, in the context industrial relations, the same question needs to be t to employers and trade unions jointly, because un- s the importance of the question is understood, there little hope for a basic improvement in labour-mana- ment relations.

is brings me to the problem of training and education. **ow many Canadian corporations have an industrial ations training program of which they can be proud—a ogram that provides the lowest level of supervisor with e skills he requires to do a sensitive job? How many nadian trade unions have a well-run education depart- ent, properly staffed, properly financed, properly uipped to provide members of the union hierarchy and e rank and file with a genuine understanding of the sues that have to be dealt with in the negotiation and ministration of a modern collective agreement?** I think ost people would agree that, if they were available, nest answers to these questions would be depressing. nd yet, surely we must know that educational short- mings lie at the very foundation of much of our dustrial relations trouble.

he government role

nd what can be said about governments in this field? ot much that stirs the heart and mind. Traditionally, orth American labour departments have been kept ort of resources and low on the totem pole of govern- ental influence. Traditionally, they have adhered to laissez faire philosophy, restricting most of their re- earch to standard forms of statistical measurement, ending to their regulations, and looking beyond them nly when forced to do so by unforeseen events, provid- g conciliation services on a fire-fighting basis only.

here is room for great improvement here. In the past vo years, my Department has been hard at work re- amping its approach to the provision of conciliation rvices. The revised approach, based as most of you now, on the use of industry specialists and a dedication the principles of early involvement and preventive ediation, has shown some remarkable results. We have een pleased, for example, with its effectiveness: in the irline industry, where it has made an acknowledged ntribution to the settlement of disputes that might ave been very serious; in the railroad industry, where has helped to identify and dispose of a number of ajor issues that could have resulted in a disruption f operations; on the Montreal docks, where, for the first me in years, it has helped to establish a continual dialogue between labour and management about problems of productivity and employee welfare; and even in the towboat industry on the West Coast, where it failed to avert a painful strike but helped the parties come to grips with problems that had been plaguing their relationship for a long time. Other examples might be given but would be superfluous. The fact is that we are now sold on the approach, and intend to devote increased resources to its development and refinement.

We will soon be engaged in a searching examination of the effectiveness of existing programs and the possibility of new programs that relate to industrial relations. The examination will not be based on any narrow concept of our role, because I am now quite convinced that we cannot afford the luxury of ignoring any of the causes of industrial unrest. Within our field of jurisdiction, we intend to be an active agent of the public interest—helping labour and management to identify and diagnose and prescribe remedies for their underlying problems. We hope that, in moving this way, we will have the full support of labour and management, with whom we plan to work in closer and closer co-operation. Indeed, we hope that, as the program proceeds, we will be able to devise machinery for improved consultation between labour, management and government about the whole range of social and economic policies that provide the backdrop for labour-management relations.

As I see it, we have a system of industrial relations that is battered and bleeding and very much in need of repair, but basically sound. As I see it, it can be restored to health, not by miraculous transplants, but by a painstaking program of increased effort on the part of all concerned. I think we all know what is needed. I would strongly suggest that we get on with the job.

The outlook, at the moment, is uncertain and, given the relationship between industrial relations and social stability in a troubled time, that is not good enough. It is my intention to ask labour and management to work with government in ways that will produce a steady improvement in the prognosis. I intend to keep asking until I get the right answers.

(The foregoing article was taken from an address by federal Labour Minister Bryce Mackasey to a Montreal conference of the National Industrial Conference Board in October 1970).

A strictly Canadian event

"The CBRT convention was strictly a Canadian event—the Brotherhood is the oldest and one of the largest national unions. But there is an element of inconsistency in the edtitorial clamour for more Canadian union autonomy when a major convention of a union that has enjoyed this autonomy for 62 years is virtually ignored by the media." The words are those of Ed Finn, Research Director for the Brotherhood and they appeared in his column in the Toronto Star on September 21, 1970. Mr. Finn went on to say that "the CBRT has been an independent Canadian union since 1908, when the original founders, headed by A.R. Mosher, broke away from an international railway union in Moncton. Since that time, it has not only survived many years of bitter conflict with American unions, but has proved beyond doubt that Canadians can organize and run their own unions. . ."

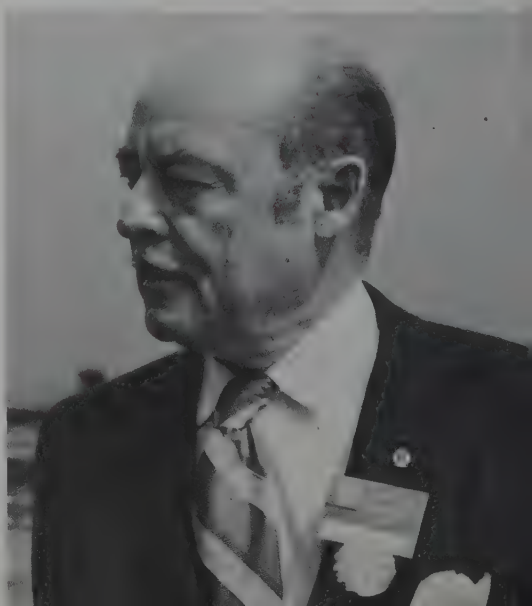
The 28th triennial convention of the 33,000-member Canadian Brotherhood of Railway, Transport and General Workers took place September 14 to 19 in Québec City. The convention was described by Finn as "an example of union democracy in action." He contends that, "unlike most other unions, the brotherhood pays all expenses of convention delegates—including lost wages—out of a special fund, ensuring that all its locals from coast to coast are represented. These delegates are always in complete control," he added.

Richard Greaves, Business Agent of the CBRT's Seaway local on the Welland Canal, ran for the presidency vacated by William Smith, who passed the compulsory retirement age of 65, but was decisively defeated by former Secretary-Treasurer Donald Secord, 59. Secord, son of a Kingsville, Ont., railway conductor, has been a member of the CBRT since 1929. He has served the union on a full-time basis since 1948. William Smith had served as CBRT president since 1955. Donald Nicholson, 52, a union representative for rail workers in Toronto, was elected National Vice-President to replace M.K. Carson and Richard Gingerich, of Kitchener, Ont., was elected National Secretary-Treasurer. Returned by acclamation to his position as National Vice-President was J.A. Pelletier, 52. There was one change in regional vice-presidents when James Hunter of Toronto replaced F.C. Johnston as the Great Lakes Vice-President.

Wage guidelines, pensions, and improved social legislation were the three most important issues in the CBRT's policy statement. The Brotherhood opposed the 6 per cent ceiling on wages. The statement on pensions pointed out the necessity for additional, improved pension coverage, and reaffirmed the Brotherhood's call for improvements in the CN pension plan. Six subjects of major importance examined in the policy statement on social legislation were: medicare, housing, guaranteed annual income, taxation, consumer protection and pollution control.

Among the resolutions passed were a demand for the expansion of the union's education services and a request that action be taken to cope with harassment from other unions. Delegates endorsed also the principle of equal pay for equal work, supported the extension of unemployment insurance coverage to hospital workers and urged the federal Government to revive the Canadian shipbuilding industry. They called for increased income tax exemptions for single and married persons, demanded changes in the National Transportation Act that would force the railways to expand rather than reduce their passenger services, and called for removal of the 2 per cent cost of living ceiling on the Canada Pension Plan.

D. N. Secord



ook reviews

npower & Planning: 9 Papers presented at a sympo-m conducted by Industrial Relations Counselors Inc., d at Morristown, N.J., September 25-27, 1968. Indus-l Relations Monograph, No. 31, Industrial Relations unselors Inc., New York 1970.

earlier attempts to isolate the variables that lead to obstruct economic growth, capital was seen as the to economic progress. Recently, attention has shifted the human resource input, and with the recognition its great importance has come renewed interest in npower planning in both government and business.

he days when the personnel man could draw on the ks of the unemployed for a supply of additional rkers are gone forever." Every firm competes for npower with every other firm, government agency d educational institution. Workers have choices of s and, given our level of affluence, they seek work t is meaningful and well paid. Ensuring a supply qualified manpower requires more than lip service the concept of manpower planning. In spite of our ncern over manpower problems, very little systematic ecasting and planning has been carried out.

e symposium produced a compilation of a series of ightening articles by representatives from the federal vernment and several pioneering companies that had plored their common problems. The collection of their periences in this volume should make a significant ntribution to both government and company efforts better planning and the most effective use of man-wer, "the nations most valued resource."

e problems explored in these papers raise outstanding plications for an urgent need for systematic human ource development programs at the domestic, and, even re crucial, international levels. If our capital invest-nts are to continue to be effective, then, even in the st sophisticated economic systems, human resource estment must take precedence. The conclusion is awn that some of the most recent approaches to man-wer planning are rendered obsolete by Manpower & nning's encounter with future problems."

ropean Economic Integration and the Movement of bour, by L. C. Hunter and G. L. Reid; Industrial lations Centre, Queen's University, Kingston, Ontario; search Series No. 9, 38 p.; $2.00.

Professors Reid and Hunter, who are both Senior Lecturers in Applied Economics at the University of Glasgow, have reviewed the evidence of economic integration within the European context in a research paper based on a chapter "Integration and Labour Migration" in the Industrial Relations Research Association's volume, International Labor (New York: Harper & Row, 1967).

Within a country's labour markets, obstacles to the voluntary movement of labour may prevent supply adjustments to changing conditions, giving rise to a less than optimal distribution of labour resources unfavourable to the economic growth and welfare of its population. In the case of the international movement of labour, "voluntary mobility" may be further inhibited by special political and institutional factors, differences in language, social customs and economic organization. "The integration of economies may seem to offer an opportunity for removing some of the social and economic obstacles to international labour mobility and hence to improve the efficiency of labour-resource allocation."

An explanation of the interrelationship between integration and international labour mobility poses the following questions: How far have postwar international movements of labour acted as a balancing factor in national labour markets? To what extent has integration affected international mobility? And how is this mobility likely to be affected by future economic integration?

This study examines, in four parts, the implications of these questions with particular reference to the experience of Western Europe. Section 1 is concerned with a brief exposition of the role of migration in international labour markets, the kinds of barriers that may inhibit such mobility, and the impact of integration on these barriers. Section 2 reviews the main currents of labour migration in Western Europe in the postwar period, identifying three rather distinct phases in the pattern of migration. Section 3 examines some examples of western European experience of migration and integration. Finally, in Section 4, conclusions are drawn concerning the relative effectiveness of integration and other policies as a means of improving the flow of international migration and the allocation of labour resources among countries.

Reid and Hunter conclude: "The long-term interests of countries and workers concerned require not only co-ordination of labour supply and demand in the short term, but also integration of manpower, social and economic policies so as to remove the barriers that hinder desirable movement and settlement of labour."

Price indexes

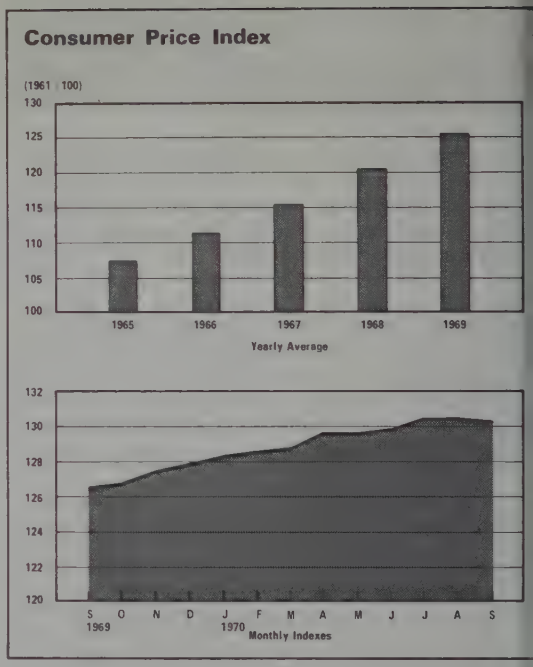
Consumer, September

The consumer price index (1961 = 100) declined 0.2 per cent to 130.2 in September from 130.5 in August, and remained 2.8 per cent above its September 1969 level.

The food index dropped to 130.2 from 130.5 mainly because of seasonal declines for fresh vegetables and fruits and lower prices for beef, pork and poultry. Among fresh vegetables, prices decreased 20 per cent or more for potatoes, onions, turnips, cabbage and tomatoes. Most fresh fruits (except apples), citrus fruits, frozen and canned orange juice, also declined in price. Meat, fish and poultry prices, on average, declined 1.3 per cent—their largest August-to-September decrease since 1961, and there was a drop of 0.3 per cent in the price of eggs. Among staple foods, bread prices decreased 0.6 per cent; butter declined slightly, and margarine increased 3.7 per cent. Baby food prices moved down 2 per cent.

The food index for September was 1.2 per cent higher than a year ago. The component for food consumed at home decreased 1.8 per cent, and restaurant meal prices were 0.7 per cent higher than in August, and 6.5 per cent higher than in September 1969.

The housing index rose 0.2 per cent to 131.8 from 131.5, and was 4.9 per cent above the September 1969 level of 125.7. Among items that advanced in price were new houses, repairs, property taxes and rents. Rents, which rose 0.2 per cent in September, have advanced only 0.5 per cent in the third quarter of 1970, which is about one half as large as the increases during the corresponding periods in 1968 and 1969. With lower prices for appliances, broadloom, and some household equipment outweighing higher prices for furniture and household textiles, the price level for the household operation component as a whole declined slightly.



The clothing index rose 0.6 per cent to 127.0 from 126. and was 1.4 per cent higher than in September 196 Price increases for men's wear, 1.8 per cent, were r sponsible for most of the advance in the clothing inde Above-average increases occurred in the price of men underwear, windbreakers and hats, and there were slig increases in the price of women's wear. The level children's wear was also only slightly higher than August.

The transportation index, at 125.3, was unchanged, a was 3.6 per cent above the September 1969 level. Pric of tires and gasoline declined, but increases were reg tered for automotive repair jobs.

The health and personal care index decreased 0.1 p cent to 140.1 from 140.2 as a result of lower prices some toiletry items such as toothpaste, cleansing tissu razor blades and shaving cream. Partially offsetti these decreases was an increase in the price of toi soap. The health and personal care index stood 3.8 cent above its level in September 1969.

e recreation and reading index rose 0.4 per cent to .0 from 132.5. Reading material advanced in price t number of magazine subscription rates increased. ce September 1969 the average price of Canadian spapers had increased more than 13 per cent. The e of bicycles advanced in September due to the oval of sales prices in scattered outlets; this item s nearly 2 per cent less expensive than a year ago. e price of portable television sets declined 2 per cent e mainly to sales in Montreal, Toronto and Halifax. ween September 1969 and September 1970, the rec- tion and reading index moved up 3.9 per cent with ut two-thirds of this increase due to higher prices newspapers and magazines. The tobacco and alcohol ex was unchanged from its level of 126.4 in both gust, and in September 1969.

y consumer, September

e consumer price index (1961 = 100) decreased sub- ntially in six major eastern cities; in the prairie centres re were increases ranging from 0.3 per cent in Saska- n-Regina and Edmonton-Calgary to a decline of 1.1 cent in St. John's, Nfld.

using indexes rose slightly in seven cities, declined rginally in one, and were unchanged in two. Clothing ces were higher in all cities except Halifax and Win- peg where declines were recorded. The transportation d the health and personal care components registered xed movements. Increased magazine subscription es and television repair charges were mainly respon- le for advances in all recreation and reading indexes; bacco and alcohol components were unchanged.

egional consumer price index point changes between ugust and September were: St. John's −1.3 to 121.3; alifax −1.2 to 124.1; Montreal −0.5 to 124.3; Toronto .4 to 127.3; Ottawa −0.3 to 127.7; Saint John −0.2 123.8; Vancouver +0.1 to 123.5; Winnipeg +0.2 to 7.6; Edmonton-Calgary +0.3 to 126.1; Saskatoon- egina +0.4 to 122.8

holesale, September

e general wholesale index (1935-39 = 100) advanced ghtly in September to 284.0 from the revised August dex of 283.9. It was 0.2 per cent higher than the ptember 1969 index of 283.4. Three of the eight major oup indexes were higher, and five declined.

e vegetable products group index rose 0.6 per cent 237.5 from 236.2 as price increases for grains, and estock and poultry feeds outweighed price decreases

recorded for potatoes. An advance of 0.3 per cent to 225.3 from 224.6 in the chemical products group index reflected higher prices for soaps, detergents and organic chemicals. The non-metallic minerals products group index moved up 0.2 per cent to 214.8 from 214.4

The animal products group index declined 0.3 per cent to 320.6 from 321.6 on lower prices for cured meats, fishery products, and dressed fowl. Decreases of 0.2 per cent or less occurred in four major group indexes: non-ferrous metals to 275.1 from 275.6, wood products to 372.5 from 372.8, textile products to 256.9 from 257.0, and iron products to 305.7 from 305.8.

U.S. consumer, September

The United States consumer price index (1957-59 = 100) increased 0.5 per cent in September to 136.6 after adjustment for seasonal factors. The index was 136.0 in August, and 129.3 in September 1969. Food prices declined much less than usual.

Housing costs increased sharply, as did the price of fuel, particularly gasoline, fuel oil and coal. Clothing, transportation, the cost of medical and hospital services, taxes, mortgage interest and most services also were higher.

One result of rising prices was that real weekly purchasing power of workers fell more than 83 cents from August to September. This was the sharpest decline in 21 months in net spendable earnings.

British retail, July

The British index of retail prices (January 16, 1962 = 100) was 140.9 compared with 139.9 at June 16 and 132.1 at July 22, 1969. The increase was due to advances in the prices of many goods and services particularly fresh fruit, meat, second-hand cars, telephones and road passenger transport. Price of potatoes and tomatoes declined. The index for foods, the prices of which show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 150.0 and for all other items of food. 140.6.

Food: Increases in the average levels of prices of vegetables (other than potatoes and tomatoes), fresh fruit, beef and other meat, sweets and chocolate, tea and biscuits, was partly offset by a decline in the prices of potatoe and tomatoes. Comparatively high prices for fresh pea and runner beans were mainly responsible for the in crease in the vegetables group. The index for foods, th prices of which show significant seasonal variation declined 4.5 per cent to 150.0 compared with 156.9 i June; for the food group as a whole it was 142.1 com pared with 141.6 in June.

Durable household goods: There were increases in th average level of prices of most articles included in th group the index of which rose to 126.8 compared wit 125.1 in June. **Transport and Vehicles:** Mainly as a resu of rises in the average level of prices of second-han cars and petrol, and higher bus fares in some area the index for this group advanced to 132.9 compare with 131.0 in June. **Miscellaneous goods:** There wer rises in the average levels of prices of many of the item included in this group, and the index rose to 143. compared with 141.7 in June. **Services:** Mostly as result of increases in the average levels of telephon charges and of charges for admission to cinemas, th index for this group as a whole rose to 156.0 compare with 151.6 in June. **Meals bought and consumed outsid the home:** There was an increase in the average lev of prices in this group, and the index rose to 146. compared with 146.0 in June.

Spotlight on the economy

Part 2

"To what extent is the Canadian economy falling short of its potential?" asks the Economic Council of Canada in a report titled "Performance and Potential; mid-1950s to mid-1970s." The 85-page report is a supplement to the Council's seventh annual review. "During the last few years," it states, "the Canadian economy has grown somewhat less rapidly than its potential rate of growth, particularly in 1970. Unemployment has risen, and employment growth has slowed. The volume of private capital investment has increased very little since the end of the investment boom in 1966... Price and cost advances have remained relatively high."

The Council warns that high unemployment will pers and grow until an annual rate of real economic grow in excess of 5 per cent, or more than double the grow rate in 1970, is resumed. The Council regards the rece and current rates of unemployment as "unacceptab high," and it notes that Canada probably has the highe unemployment rate of any major industrial country. reach the target of full employment, which would mea an unemployment rate of 3.5 per cent, according to t ECC, the economy must overcome a number of pro lems. These include: a sluggish business investme outlook; the large number of university graduates e

ited to swell the labour force; increasing trade com-ition; uncertainty over protracted labour-manage-nt disputes and tax reform proposals; persisting price l cost increases; high interest rates; troubled financial rkets; depressed profits; and concern over the U.S. nomic slow-down.

e Council urges a swift return to a much stronger e of growth to close the 4 per cent gap between actual d potential growth existing at present. It speaks also he need for sustained business investment to provide opportunities in the economy. Between 1966 and 69, business capital spending declined at an annual e of 0.8 per cent. "It appears to be the pressure of mand and not the direct effects of expansionary poli-s that triggers the revival of business investment nding," the report observes.

e Council believes that a quick return to potential not feasible. The federal Government must begin sening further its fiscal and monetary restraints be-use of the "time lag" between when the action is taken d when its effects will be felt in the economy. Chang-g course now from present restrictive policies won't ect the economy for some months. "The central chal-ge is to begin to close the gap between actual and tential performance as soon as possible—to begin to duce the significant human and economic costs of high employment—bearing in mind the need to maintain asonable stability of prices."

e report expresses particular concern about the state the construction industry and the outlook for hous-g: "The construction industry is in a deeply troubled ndition, and it appears that industry, unions and vernments are not working together to solve critical oblems." The ECC calls for a special inquiry, "on e basis of federal-provincial consultation," into the oblems plaguing the industry. These include produc-ity, wages, costs and prices, and sustained employ-ent. The study would be devoted to possible tech-ques for increasing productivity. "Housing is clearly short supply, and the need for it will be rising strongly r a long time."

e report goes on to enumerate some of the many onomic challenges facing Canada in the 1970s. "A ry large rise in employment will be needed to reach e full employment potential of the economy by 75—about 1.3 to 1.4 million more jobs than now exist. oreover, over the 1975-80 period, about 1.2 million ditional jobs will be required." Along with this, there ll be a need for a large rise in new capital investment.

The maintenance of a strong growth rate in productivity—that is, the efficiency with which labour, capital and other productive resources are used—will also pose a major challenge.

"A new ingredient in the challenges both for adequate job creation and for productivity growth in the 1970s will be the unprecedented flow into the labour markets of high-level manpower from the post-secondary educational systems," the report continues. "This influx of highly educated manpower should provide some of the initial returns from the vast public investment in education that was made during the 1950s and 1960s. . .but greater attention needs to be directed to the possibilities here, and various adjustments are needed in the private and government sectors of the economy in order to employ effectively and productively the rapidly rising volume of high-level manpower." The Council adds that adjustments in the recruiting and manpower utilization policies are also needed. "Adjustments may also be required in the attitudes and training of some of these highly educated young people whose schooling could prove to have been too highly concentrated on academic matters in the light of the types of jobs that are most likely to become available during the 1970s."

Behind these formidable challenges lie others—"the challenge of generating a large (but not excessive) growth in demand, the challenge of achieving a high rate of domestic savings and adequate access to external capital, the challenge of facilitating flexible adjustments to fundamental structural changes in patterns of production and consumption, to mention only a few."

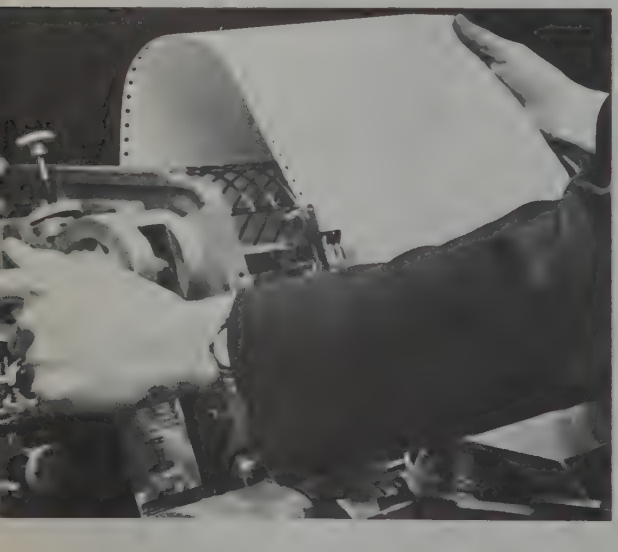
The ECC views the maintenance of price stability as a "long-run challenge" that should be viewed as a continuing task for the whole decade ahead. There are two special problem areas to which Canadians will need to devote more attention in the 1970s. One is the challenge of finding appropriate conditions under which the construction sector, which has become a major source of instability in the economy, may better serve the public interest and its own interests. The other is the even more important challenge of finding effective means for limiting the broad tide of inflation flowing from the rapidly growing service sectors of the economy—health and education, government administration, public transportation, and even many of the commercial services. . .In these sectors, measured productivity increases appear to be low, and price increases strong and sustained."

The more equitable distribution of rising incomes will come into greater prominence as a social and economic goal in the decade ahead, the report concludes. "Narrowing regional economic disparities and eliminating poverty clearly need, and will claim, increasing emphasis."

Resolving the problems of technological change

How do you reorganize a fullfledged government agency, introduce new equipment and work methods, and trim staff to modern requirements without a total upheaval? The men and women who work for the Unemployment Insurance Commission, from the Chief Commissioner down, know a lot about job insecurity. They deal with it every day in serving millions of Canadian workers. They also had to face the problem personally two years ago.

In the fall of 1968, as a result of a massive overhaul of the UIC organization and the introduction of computer services, more than 800 UIC employees found themselves in the position where their jobs could become redundant. Yet today, despite some internal turmoil and misgivings, the UIC is giving better service—and most of those 800 people are still working, even though their former positions have disappeared.



Successful labour relations depend on three basic features: conviction, co-operation and communication. Conviction is a strong point of UIC Chief Commissioner Jacques DesRoches, the man responsible for resolving the problems facing the UIC staff. "In February 1968," Mr. DesRoches recalls, "we estimated that 1,000 workers would find themselves redundant by the new technology we had to implement, and through the general overha we knew was necessary. This was the biggest proble We had to attack it objectively. First, we had to develo effective plans that would allow us to make the be use of our facilities and equipment. Then we had consider the very real problems of our employees. a development as big as this, planning is the key. Yo cannot be subdued by a fear of the unknown. Wh we did was to take the case of the redundant employe into our considerations in the very basic plannin stages."

Naturally, in a reorganization, not all developments g smoothly. There are human factors that sometimes i terfere with the orderly progression of the manageme charts. The UIC had its share of troubles. When t restructuring plans were disclosed in the fall of 196 they weren't exactly greeted with joy in the UIC's offic throughout Canada. As one spokesman put it: "Up that time, most public servants thought the only wa they would ever get out of the Public Service wou be either through retirement or when they were carri out. They just didn't believe that layoffs were possib There were simply no precedents."

"There was a very strained atmosphere in Novemb of 1968," says Des Roches. "We had to contend with great deal of uncertainty that winter. I certainly ha mixed feelings. I had to introduce this new system wh at the same time resolving the question of these surpl people—not only to bring about economies in our orga ization, but also to develop an efficient workforce."

One spokesman for the Economic Security Employe National Association remembers this situation. Accor ing to him, plenty of resistance to the new organization plan was building up. In October 1968, when the uni began to take action, it found that it was poor equipped to deal with management. "At that time," t union spokesman said, "we didn't have a contra Management was acting within its rights. We had say in these decisions, but we tried to convince the that something could be accomplished through consu tations. Management, however, was standing firm the need for layoffs."

, as the weeks went by, the uneasy stalemate began lissolve. Management exhibited a more receptive v to the strong and determined views being expressed he presidents of the various union locals. By now, ice had been broken, and a new sense of optimism felt in the ranks of both management and labour. **l both sides were launching a concerted attack—not each other, but against their common problems. Joint sultation committees were established in regional tres to deal with the problems caused by redundancy. e aura of uncertainty began to lift.**

e tried to match our interests," says DesRoches. And ugh the union approached the situation with some ibts, it was soon convinced that management was ere in its concern. "It wasn't clear sailing," one union kesman admits. "But management bent over back-rds, and frankness prevailed in all our meetings."

en then, however, the rank and file members of the ion were not convinced. There was a suspicion that joint labour-management committees were window ssing. "The rank and file union members were upset," nion spokesman concedes today. "They thought that union was selling them down the river. Many wanted walk out on strike. It was a tough situation, for we uldn't give the members all of the information they nted because it was confidential. Basically, I think y just didn't trust their union representatives "

t the joint committees buckled down to their tasks. st, a decision had to be made on just how much tice of a layoff would be given. It ended up with ix months notice for people who would have to leave UIC. Management next placed a freeze on normal ff recruitment. Normal attrition would be used as ectively as possible to reduce the redundancy prob-n. Then came the big question: What could be done retrain the surplus employees who would remain with Commission, and what could be done to assist those o, after all the negotiations, would have to leave?

e labour-management teams responded. They set up umber of proposals that would reduce the number redundancies. Retraining programs were instituted qualify workers for other positions within the organ-tion. Some found they could be relocated to new ks. In some cases, position reclassifications resulted a downgrading, but this was an expedient to be used y as a last resort. Happily for some workers, reclas-cation brought appointment to higher positions with-the UIC. As winter waned and 1969 appeared, the inous number of redundancies was dwindling away. on the regional joint consultation committees were rking with job-search committees that had been es-

Jacques DesRoches

tablished to investigate alternative employment possibilities for UIC workers. Every suitable opening within the Public Service was considered. When adequate positions could not be located, the committees investigated all sorts of leads in private enterprise.

And there were real, human problems that had to be met head on. In most cases, these concerned individuals with medical and other personal conditions who just weren't in a position to relocate or take the alternate jobs that were normally available. These cases were dealt with through a system of careful reviews. Wherever possible, the employees concerned were directed toward alternatives that met with the requirements of the UIC and the individual.

It has been 24 months since the UIC faced the problems of reorganizing its services and trimming its staff. But it has been accomplished, and if you ask either union or management representatives about their success formula, you'll find that both sides have a deep and abiding respect for their opposite numbers. It can be said in a dozen different ways, but it is clear that the foundation stones of conviction, co-operation and communication—properly understood and properly applied provided the basis for that respect.

Labour legislation in 1969-70

Part 3: Workmen's compensation

Six of the provincial Workmen's Compensation Acts and the Workmen's Compensation Ordinances of the Yukon and Northwest Territories were amended in 1970. The changes made in these laws and their administration are described below.

Dependants' allowances

Widows' and children's allowances were raised in Nova Scotia. As a result, a widow or invalid widower is now entitled to receive $100 a month instead of $90; a child under 18, $38 instead of $30; and an orphan under 18, $45 instead of $35.

In Saskatchewan, the maximum funeral allowance was increased from $250 to $300. It was further provided that payment of benefits may be made, at the discretion of the Workmen's Compensation Board, to a child attending school to the age of 21, or to the end of the school term in which that age is reached, if later. Previously, benefits were payable only to the age of 21.

In Prince Edward Island, the maximum burial allowan was increased from $300 to $400, and the lump su payable to a widow or invalid widower raised from $2 to $400. On remarriage, a widow is now entitled to payment of $75 instead of $50 a month for 12 months.

In British Columbia, where benefits are increased at th beginning of each year by 2 per cent for every 2 p cent rise in the Consumer Price Index, a further 6. per cent increase took effect on January 1, 1970. Sin January 1, 1966, pensions have risen 19.5 per cent a result of the cost of living formula.

The increases which became effective on January 1970 brought the widow's monthly pension to $137.4 Monthly allowances for dependent children rose $47.81 for those under 16, $53.78 for those attendi school between 16 and 18, and $59.76 for those atten ing school between 18 and 21. For orphan childre monthly payments were increased to $53.78 for tho under 16, and $65.74 for those attending school betwe 16 and 21.

e British Columbia Act was amended to state that recently enacted Age of Majority Act would not ply to sec. 17, which fixes the scale and duration of yment of dependants' allowances. Thus, children atding school between the ages of 19 and 21 continue be eligible for benefits. Dependants' allowances and ability pensions in Québec are to be adjusted on uary 1, 1971, in accordance with a 1969 amendment he Act tying benefits to increases in the cost of living.

iling on annual earnings

British Columbia, the maximum annual earnings on ich disability pensions and compensation payments are ed were increased to $7,600 from $6,600, effective uary 1, 1971, making the British Columbia ceiling highest in Canada.

e increase results from a formula in the Act that vides for an automatic increase of $1,000 in the ing when not less than 20 per cent of the workmen ployed in industries under the Act earn more than 00 in excess of the existing maximum, and not less n 45 per cent earn more than the maximum. The lustrial Composite of Average Weekly Wages and Salaries in British Columbia for January 1970, published by the Dominion Bureau of Statistics, was used as the basis for determining whether these conditions had been met, and, according to the terms of the Act, the increased maximum wage rate is to go into effect for the succeeding calendar year.

Definition of accident

The definition of "accident" in the Saskatchewan Act was broadened to include any disablement arising out of and in the course of the employment, including disablement resulting from an industrial disease. In case of disease, the date of the accident is deemed to be the date of the disablement. The word "accident" has been given the same liberal interpretation in other provinces, enabling the Board to grant compensation for any disablement that can be shown to have been caused by the nature of the workman's employment, even though there has been no accident in the narrow sense.

Disability benefits

Provisions in the Manitoba Act were revised to make it clear that compensation for permanent partial disability is to be an amount sufficient, in the opinion of the Board, to compensate for the physical loss sustained. The Board is authorized to pay special additional compensation, in such amount as it considers just, where it is satisfied that the workman has suffered a loss in earning capacity that is proportionately greater than the physical impairment caused by the injury. The compensation may be increased during a period when the workman is taking approved rehabilitation training, if the Board is satisfied that training is not indicated, or if the Board has found that, after a fair and honest effort by the workman, rehabilitation has not been affective in improving his earning capacity.

The Saskatchewan Act was amended to provide for payment of compensation for temporary partial disability on the basis of loss of earnings, rather than on the basis of degree of physical impairment. As in a number of other provinces, compensation is to be 75 per cent of the difference between the average earnings of the workman before the accident and the average amount he is earning or is physically capable of earning, as determined by the Board, in some suitable occupation after the accident.

New clauses were added to the Nova Scotia and Saskatchewan Acts, making provision for payment to the dependants or estate of a workman who dies after receiving a permanent disability award, but whose death does not arise from the compensable disability. Under the Nova Scotia provision, if the workman dies before he has been paid 10 per cent of the capitalized value of the award, a lump sum equal to the difference between 10 per cent and the total payments made may be paid to his survivors. In Saskatchewan, where a workman receiving compensation for permanent disability dies from causes not attributable to his injury, and no compensation is payable to his dependants, one months compensation is to be paid to his dependants.

Minimum payment for total disability

In Nova Scotia, a minimum payment of $150 a month, instead of $125, was established for permanent total disability. Where, however, a totally and permanently disabled workman has more than one dependent child under 18, or the age to which compensation is payable if the education of the child is being continued, his compensation may not be less than the amount payable to a widow with the same number of dependent children. This latter provision, which previously referred to children under 16, was revised to bring it into line with other provisions of the Act.

In British Columbia, as a result of the rise in the Co sumer Price Index in 1969, the minimum monthly pe sion payable for permanent total disability was i creased, from January 1, 1970, to $165.61, and the mi mum compensation for temporary total disability $35.85 a week, or average earnings, if less.

Recurrence of disability

The Nova Scotia provision governing benefits payal in case of the recurrence of a disability caused by earlier compensable accident was amended. This pro sion takes into account an increase in the workma average earnings between the time of the accident a a recurrence of disability occurring more than five ye after the original accident. It now provides that a wo man who becomes entitled to payment for either temp rary disability or permanent total disability (previous only temporary disability) as a result of the recurren must be paid compensation on his average weekly ea ings during the 12 months preceding the recurrence the disability, if greater than his earnings at the ti of his original disablement.

Clothing allowance

The Nova Scotia Board was authorized to pay a clothi allowance to an injured workman to compensate extra wear on his clothing caused by the wearing a prosthetic device. The allowance is not to exceed $ a year in respect of an upper limb prosthesis and $1 in respect of a lower limb prosthesis.

Industrial disease

Industrial deafness resulting from prolonged and cont ued exposure to excessive noise in any industry w added to the schedule of industrial diseases in the Prin Edward Island Act.

Special payments

The Alberta Act was amended to authorize special p ments from the Accident Fund to workmen in ca where the Ombudsman has recommended them, a where, in the Lieutenant-Governor in Council's opini the workman concerned would suffer an injustice hardship if such payment was not made. The amo of the payment may be determined by the Lieutena Governor in Council, or the latter may direct the Bo to refer the matter to the Supreme Court for an ass ment of damages.

verage

several provinces, new groups of workers were brought der the Act. In further implementation of a six-year n to bring all industries except agriculture and do- stic service within the scope of the Québec Act by tober 1, 1972, a group of new industries and under- ings became subject to the Act, effective October 1, 0.

ese included: the wholesale or retail mercantile busi- s, auction, packaging or marketing; wholesale trade, luding the handling of grain, feed, flour, seed or eals, the handling, cutting or preparation of meat, d the handling of fruit and vegetables; sale or distri- tion of dairy, bakery, distillery or brewery products, t drinks, mineral or soda water; auction of animals; d culture; publishing and editing; operation of eckrooms; and universities, institutes or educational ablishments, conservatories, protection or rehabili- ion schools, museums, libraries, social agencies, parish stries or other similar types of enterprises.

Saskatchewan, members of municipal volunteer fire gades were brought under the Act on a compulsory sis. Formerly, coverage was elective, on the appli- ion of the municipality. As a result of another endment, any employment by a municipal corpora- n, school board, public utility board, or any other ard or commission operating a work or service for province or a municipality, and including the Uni- rsity of Saskatchewan and the Wascana Centre Au- rity, was declared to be within the scope of the Act. der the former wording of the Act, such employees re covered only if they performed work that would within the Act, if carried on by a private employer.

e whaling industry is to be brought under the Nova otia Act on January 1, 1971, at the time the fishing, ling and dredging industries are transferred from Part to Part I (collective liability). Regulations in Québec d Saskatchewan provided that the wife or husband an employer who is a sole owner or partner of an dustry may be covered by the Act only upon request, the same manner as coverage of an employer.

her changes

ovision was made in Manitoba for an increase in the embership of the Board, which may now consist of a airman and two or more commissioners. Appointment members who might serve on a part-time basis is ntemplated. The Board was authorized to administer y federal employment safety Act or regulation. Immunity to an action for damages, already applicable to the Board and its members, was extended to persons employed by the Board. A new clause was added, to the effect that members and employees of the Board are not compellable witnesses in a civil suit to which the Board is not a party in regard to information obtained by such persons in the discharge of their official duties.

In British Columbia, a second Board of Review was established to expedite appeals of persons whose claims have been rejected by the Claims Department of the Board. A Board of Review consists of senior officers of the Board and an independently appointed chairman.

A new rehabilitation centre was inaugurated in Montreal, making possible the centralizing of all rehabilitation services in one building.

Amendments to territorial ordinances

The Workmen's Compensation Ordinances of the Yukon and Northwest Territories were amended to raise the ceiling on annual earnings from $5,600 to $6,600. The new maximum was made applicable with respect to accidents occurring after April 1, 1970 in the Yukon and after January 1, 1971 in the Northwest Territories. Lower ceilings are applicable with respect to earlier accidents. The minimum compensation payable for total disability, either permanent or temporary, was raised by $5 to $40 a week, or average weekly earnings, if less.

Changes were also made in the coverage of the Ordinances. Employees of financial, insurance, real estate, brokerage or agency firms are no longer excluded. The professional workers now exempted are members of the legal, medical, accounting, dental or pharmaceutical professions (also, in the Yukon Ordinance, members of the orthopedic profession).

The subsistence allowance payable by the employer where a workman is receiving medical treatment at a place other than that in which he ordinarily resides was increased to $8 a day in the Yukon and $12 a day in the Northwest Territories.

In the Northwest Territories amendments, all of which are to take effect from January 1, 1971, dependants' allowances were increased. In respect of accidents occurring after January 1, 1971, an allowance of up to $125 for the transportation of the workman's body, a widow's pension of $110 a month, and a payment of $55 a month to a dependent invalid child must be paid.

An allowance is payable under the Ordinance to all dependent children, other than invalid children, to the age of 16. At the order of the Referee, the employer may be required to continue payments to the end of the school year in which a child reaches the age of 21 (rather than 18), where the child is attending school and is making satisfactory progress. Orphan children, who are entitled to a payment not exceeding $10 a month in addition to that payable to children with one remaining parent, must now receive the additional payment to the age of 21 years.

Part 4: Apprenticeship and tradesmen's qualifications

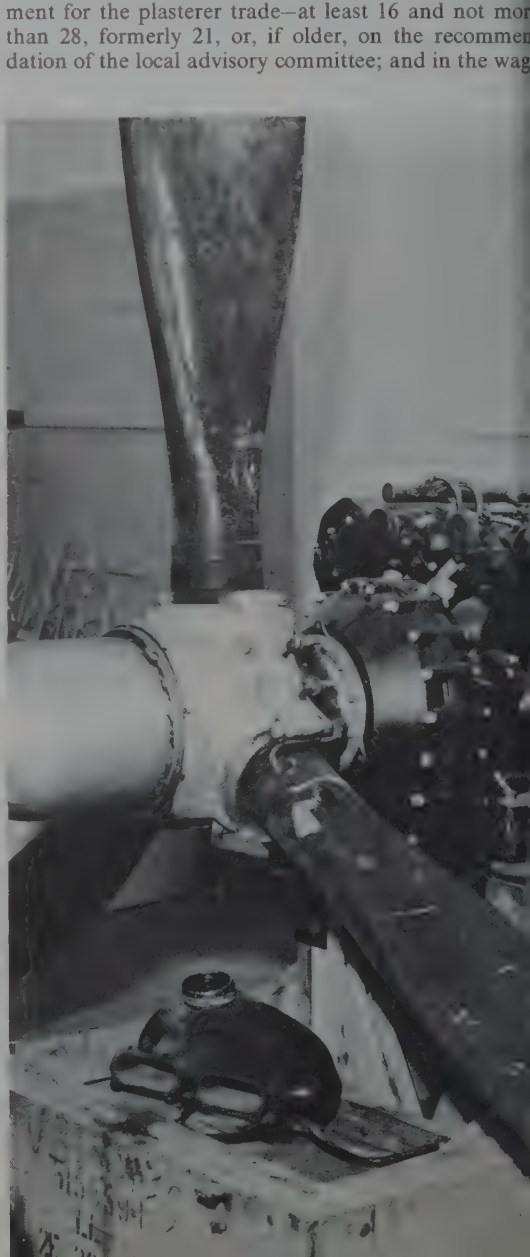
Legislative changes in 1969-70 in the field of apprenticeship and tradesmen's qualification were confined to minor amendments to the apprenticeship Acts of Newfoundland and Nova Scotia, and the issuing of some new or revised regulations. A few new trades were designated; training requirements for some of these trades were laid down in a specific trade regulation; and other regulations were amended to provide for changes in existing standards.

In British Columbia, a special public hearing was held by the Provincial Apprenticeship Committee concerning the designation of the automotive mechanical repair trade for compulsory tradesmen's qualification. A hearing was also held to hear representations with respect to voluntary certification of tradesmen in the trade of roofing, damp and waterproofing. Following public hearings, regulations were issued: (a) changing the name of the trade of glassworker to glazier, and revising the description of the trade; and (b) making provision for voluntary certification in the painting and decorating trade, on submission of proof of 6,000 hours experience in the trade.

Provision is now made for issuance of certificates of qualification by examination on a voluntary basis in 16 trades. A certificate of qualification is required in a number of trades (refrigeration, sheet metal, domestic radio and TV servicing, plumbing, sprinkler fitting and steam fitting and pipe fitting), either throughout the province or in some areas.

In Alberta, a new trade, that of agricultural mechanic, was designated. The conditions laid down for training in the trade are similar to those governing other trades under the Act. These include a minimum educational level of Grade 10 or its equivalent, unless a person is recommended by the local advisory committee and passes an examination prescribed by the Director. The term of apprenticeship is four periods of 12 months each each period to consist of at least 1,800 hours, includin time spent attending technical classes. Time credits ma be allowed for previous school or trade experienc Wages are to be 60, 70, 80 and 90 per cent of th prevailing wages of a journeyman. The trade of a insulator has also been designated in Alberta.

Regulations governing the trades of lather, floorcoverin mechanic, glassworker, plasterer, carpenter and electr cian were revised. Changes were made in the educatio al standard required for two trades; in the age require ment for the plasterer trade—at least 16 and not mor than 28, formerly 21, or, if older, on the recommen dation of the local advisory committee; and in the wag



es of several trades. The training periods for the orcovering mechanic and plasterer trades were re-ed from four to three periods of 12 months each—00 and 1,800 hours per period.

ovision was made for voluntary certification in the ssworker, lather and floorcovering mechanics trades the passing of an examination and on submission proof of the required length of experience in the de—four, three and three years. In the floorcovering chanics trade, however, an applicant applying for a tificate in the period April 1 to September 30, 1970 uld be issued a certificate of qualification without amination on the recommendation of the local advi-y committee.

Trade rules were issued under the Manitoba Apprenticeship Act for three newly designated trades: industrial instrumentation, industrial welding, and glazier. The glazier trade is referred to as a subdivision of the painters and decorators trade.

No maximum age limit is placed on entry into apprenticeship in these trades. The educational level required is Grade 11 for industrial instrumentation, Grade 9 for industrial welding, and Grade 10 for glazier, or, in each case, the equivalent, with provision for exceptions on the decision of the Director. The term of apprenticeship for industrial instrumentation and glazier is four years, and for industrial welding, three years.

As is usual in Manitoba, none of these regulations sets a ratio of apprentices to journeymen. The ratio may be set from time to time by the trade advisory committee, with the approval of the Provincial Apprenticeship Board, based upon the ability of the trade to assimilate new apprentices.

Wages of apprentices in the glazier trade are to vary from 60 to 95 per cent of the prevailing journeyman's rate, with a five per cent increase every six months. The industrial instrumentation and industrial welding regulations provide for rates set by collective agreement, and give the Board the right to establish the starting wage rate and progressive increases up to the maximum rate in cases where there is no collective agreement.

A 12-month "open period" after the effective date of the regulations allows a person who is employed as a glazier, industrial instrumentation mechanic or industrial welder, and who can furnish proof that he has had at least six years experience, to apply, on the recommendation of his employer, for a certificate without examination.

In Ontario, a new regulation was made for the glazier and metal mechanic trade, and regulations governing barbers, hairdressers, chefs, watch repairers and radio and television service technicians were replaced.

The term of apprenticeship in the trade of glazier and metal machanic is four periods of 2,000 hours each. Where the apprentice has an Ontario secondary school graduation diploma or academic qualifications that, in the opinion of the Director, warrant a lesser period of training, each period is to be reduced to 1,800 hours. Wages are to vary from 60 to 95 per cent of the journeyman's rate, with a 5 per cent increase at the completion of each 1,000 hours of training.

With respect to barbers, the required hours of training were reduced from 1,800 to 1,500 for each of the three periods specified, the requirement already in effect for hairdressers. To become an apprentice in either trade, completion of Grade 9 or its equivalent is required. The regulations for both trades now provide for the granting of an interim certificate of qualification to a graduate student of a barbering or hairdressing school licensed by the Industrial Training Branch of the Department of Labour to teach these two certified trades. The interim certificate is contingent upon passing an examination prescribed by the Director, and the holder must work under the supervision of a qualified barber or hairdresser. He may apply for a certificate of qualification without examination upon proof that he has been employed full time in the trade for at least 12 months. Not more than three holders of interim certificates may be employed for each qualified barber or hairdresser. As a result of an increase in wage rates for hairdressers, rates are now 50, 70 and 90 per cent of the journeyman's rate in both trades.

Regulations for the trade of chef, revised in 1969, fix the same apprenticeship term as before—three periods of 2,000 hours each—but there is now provision for exceptions for a graduate of an approved cooking course or for a person who has had two or more years experience in the trade. For the trade of watch repairer, the term of apprenticeship was reduced from four to three periods of 1,800 hours, with corresponding changes in the wage rates from 30, 40, 50 and 70 per cent of the journeyman's rate to 40, 60 and 80 per cent.

The term of apprenticeship for radio and television service technicians remains four periods of 2,000 hours each, but each period may be reduced to 1,800 hours if the apprentice's academic qualifications warrant it.

Regulations are now in effect for 32 trades. Certification is compulsory for tradesmen in 15 trades. These include barbers and hairdressers, air conditioning and refrigeration workers, electricians, plumbers, sheet metal workers, steam fitters, watch repairers, and seven of the 11 separate branches of the motor vehicle repair trade.

A person who is working in a trade when compulsory certification is introduced is given two years in which to qualify for a certificate of qualification. Under compulsory certification, a certificate of qualification must be renewed by a specified date each year.

Ten trades are open to voluntary certification. These are the trades of radio and television service technicians, chefs, cement masons, dry cleaners and launderers, lathers, glazier and metal mechanics, and four branches of the motor vehicle repair trade. In the regulations governing seven other trades—bricklayers, carpenters, ironworkers, masons, painters and decorators, plasterers and bakers—no provision is made for either voluntary or compulsory certification.

The Nova Scotia Apprenticeship and Tradesmen's Qualifications Act was amended to define "apprentice" as a person who has entered into an apprenticeship agreement in a certified or designated trade, and to state that persons under 16 are not permitted to enter apprenticeship agreements. Although not previously stated in the Act, a minimum age of 16 years or more is set in the rules for each trade.

The provision enabling the Minister of Labour to appoint trade advisory committees consisting of three to five members was amended to provide for both province-wide and regional committees. The regional committees are to have a membership of three to five persons and the provincial committees five to seven persons.

The motor vehicle repair trade—bus and transport—was brought under the Nova Scotia Act in February 1970. Before this action was taken, a survey of employers in the transportation industry was conducted by mail, and the results showed that specific training in the repair of heavy transportation vehicles was required.

In New Brunswick, the apprenticeship program and the examination and certification of tradesmen are now carried on under one Act, the Industrial Training and Certification Act, which went into force on April 25, 1969. Under the new Act, the Industrial Training and Certification Board has designated 48 trades as being appropriate for apprenticeship and for the issuing of certificates of qualification.

General regulations were issued, applicable to any designated trade for which an apprenticeship training program is established. These regulations provide that unless otherwise prescribed in trade regulations, the wage rates of apprentices must not be less than 50 per cent of the journeyman's rate for the first 1,000 hours of training, with an increase of five per cent for each 1,000 hours up to and including the sixth; not less than 80 per cent during the seventh and eighth 1,000 hours and not less than 85 per cent during the ninth and tenth 1,000 hours. All employers and self-employed persons engaged in a trade must register, if requested to do so by the Director.

certificate of qualification in a designated trade is id for five years or such time as is prescribed in a le regulation, and may be renewed without examiion, on application and on payment of the prescribed not later than two years after the expiration date the certificate.

ade regulations have been published for five trades: rbering, electrical construction, motor vehicle repair ectrical and fuel systems), motor vehicle repair (meanical) and motor vehicle repair (steering, suspension d brakes). These define the scope of the trade, and out the working experience required for a certificate qualification and the pass mark required in the exnination. For electrical construction and motor vehicle pair (mechanical) five years of practical experience e required; in the other three trades listed above, an pplicant must have had at least three years of qualifyg experience. In nine trades (three of which are the veral branches of the motor vehicle repair trade), rtification is compulsory.

he Newfoundland Apprenticeship Act was amended oncerning the power of the Lieutenant-Governor in ouncil to make regulations to add the authority to escribe the functions, tasks and duties of a designated ade. The trades of ship welders, ship steelworkers, ship oodworkers, ship painters and ship mechanical trades machinists, pipe fitters, sheet metal workers and enne fitters—were designated, and a plan of apprenceship training for apprentices in these trades emoyed by the Newfoundland Marine Works Limited, larystown, was approved by the Provincial Apprenceship Board.

Prince Edward Island, motor vehicle repair (mechanil) and plumbing have been designated as trades requirg certification of persons employed in the trade. Exaining committees have been set up and examinations e available in the trades of electrical construction, umbing, motor vehicle repair, carpentry, auto body pair, bricklaying and hairdressing. Provincial advisory mmittees have been established to advise the Departent on matters affecting these trades.

he Québec Department of Labour and Manpower is reparing a general regulation under the Manpower ocational Training and Qualification Act and also a ries of regulations concerning the construction trades.

Part 5: Industrial safety

The practical application of the Canada Labour (Safety) Code was advanced substantially during the year. Fourteen federal-provincial agreements have been concluded, under which various technical and general industrial safety inspection services are provided by provincial inspectorates.

The Canada Boiler and Pressure Vessel Regulations, intended to ensure the safe operation of boilers and pressure vessels used in federal works, undertakings and businesses, were issued on October 1, 1969. Regulations dealing with 16 other important matters, each the subject of a separate regulation, are in the final stage of preparation and are expected to be issued shortly.

The Newfoundland and Saskatchewan Workmen's Compensation Boards issued new general Accident Prevention Regulations governing all workers except those covered by mining legislation. These constitute the main safety regulations in both provinces. Of special note are the safety rules in the Saskatchewan regulations for climbing hammerhead cranes, and a new provision stipulating that, effective January 1, 1971, pneumatic-tired farm-type tractors and certain front-end loaders must be equipped with roll bars or safety canopies.

The Newfoundland regulations contain rules for climbing tower cranes, and include an illustrated regulation for standard crane signals. Another significant provision requires pre-employment medical examinations—including chest X-ray—for foundry workers spraying asbestos thermal insulation. Such workers must wear positive pressure respiratory masks and impervious clothing.

Industrial Safety Regulations made under the Industrial Safety Act of Nova Scotia were approved on February 11, 1969. Provision is made for the adoption of standards published by the Canadian Standards Association, and specific CSA codes are adopted for electrical hazards, explosive-actuated tools, illumination, ladders and woodworking. The explosives rules are to apply in addition to the federal explosives regulations.

The Alberta Workmen's Compensation Board has replaced some of its safety regulations. Regulations governing the petroleum and natural gas industry, cited as the Oil Regulations, were updated. Three separate regulations dealing with building, construction and demolition, trenching, excavating, tunnelling and shaft sinking, and pipeline construction were combined and modernized.

In Ontario, the first-aid requirements of the Workmen's Compensation Board were replaced. These now apply to farm workers, brought within the scope of the Act in 1966. Employers are required to keep posted in conspicuous places the Board's poster respecting the necessity of reporting all accidents and receiving first aid treatment.

The British Columbia Workmen's Compensation Board established criteria on permissible noise exposure beyond which, in compliance with the noise hazard and hearing protection provisions of the Accident Prevention Regulations, employers must take appropriate measures to suppress the noise to the approved levels, and isolate exposed workmen or provide them with personal protective equipment that will effectively shield them from the harmful effects of the noise. In table form, the criteria range from one quarter of an hour a day exposure at 115 decibels to 8 hours a day at 90 decibels. The new regulation, effective April 9, 1970, also provides that exposure to impulsive or impact noise should not exceed 140 decibels peak sound-pressure levels.

Prince Edward Island passed its first Elevators and Lifts Act, providing for annual inspections, prior approval of installations and major alterations before commencement of operation, investigation of accidents, and the making of regulations. The Act is similar to the New Brunswick Elevators and Lifts Act. Regulations were gazetted under the Newfoundland Elevators Act, which went into force on June 1, 1970. These provide for the adoption of the standards specified in certain CSA and U.S.A. Standard Codes, lay down details of the drawings to be submitted for approval of the inspector, and fix the fees payable.

eral amendments were made to the Ontario Elevators Lifts Act. The chief inspector is henceforth to decide intervals at which elevators must be inspected. The wings and specifications that are required to be ap- ved before new elevator installations or major alter- ns are commenced must now be signed and sealed a professional engineer. The maximum penalty for offence has been increased from $1,000 to $5,000. ne-year time limit has been introduced for prosecu- ns under the Act. Several other Ontario safety laws re amended.

e definition of "logger" in the Loggers' Safety Act, 52-63, was amended to include an employee of a ging operator while employed on a logging site, and e measuring of logs was included in the definition logging operations. A further amendment made it ar that a person logging on his own behalf is exempt- from the Act only where the logs are for the individ- l's personal use. The rules governing the reporting accidents were brought into line with those laid down the Workmen's Compensation Act. Compressors in mote locations to which persons do not ordinarily have cess were excluded from the Operating Engineers Act, 65, and provision was made for excluding other classes compressors by regulation.

he Industrial Safety Act, which requires the submission drawings and specifications for construction or alter- ion of factories and certain commercial buildings, was so amended. Plans submitted for buildings more than vo storeys in height must now be signed by a profes- onal engineer or architect.

nder amendments made to the Saskatchewan Boiler nd Pressure Vessel Act, regulations may be made re- uiring the licensing of persons engaged in the repair, well as the manufacture, sale or installation, of boil- s, pressure vessels and refrigeration equipment. ertification provisions were modified and attendance quirements relaxed for low pressure boilers and steam refrigeration plants. An installer's licence must be btained prior to the installation of a boiler. Boiler and ressure vessel legislation was strengthened in Alberta nd the New Brunswick regulations were updated.

At the end of 1969, Québec revised and modernized regulations under the Industrial and Commercial Establishments Act governing the handling and use of explosives on construction sites to provide added protection to the general public and maximum safety to workmen. An Explosives Act and regulations, in force from November 1, 1970, put explosives under strict control. Nova Scotia also laid down precautions to be taken against blasting hazards by strengthening the requirements laid down concerning explosives under the Construction Safety Act.

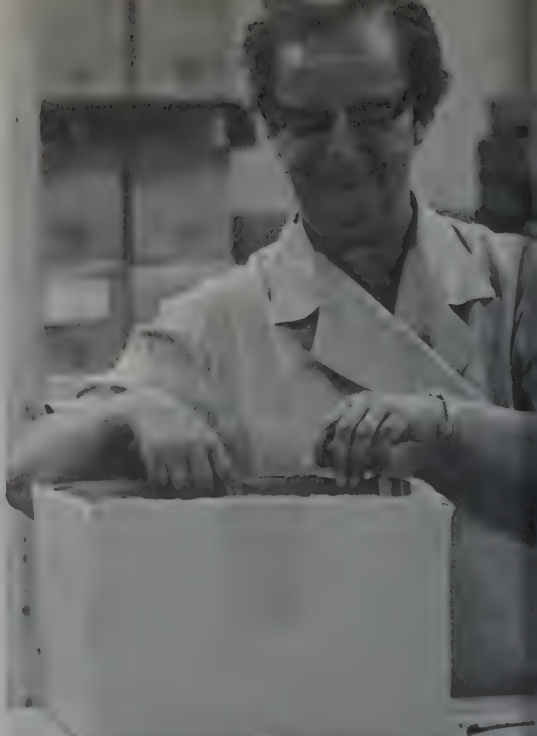
Important new legislation recently enacted in Alberta included comprehensive Electrical Safety Rules under the Electrical Protection Act, a Radiation Protection Act, and two important sets of regulations under the Public Health Act. One is a Laser Code of Practice to protect persons from laser operations, and the other a schedule of notifiable industrial diseases and provisions for notification, inspection and control, where such diseases occur.

The membership of the New Brunswick Industrial Safety Council was recently extended to include a member of the New Brunswick Forest Industries Safety Association and an additional person to be appointed at the discretion of the Lieutenant-Governor in Council. Membership of the Council, which is responsible for co-ordinating and promoting safety education programs in the province, previously consisted of a representative of employers and one of labour, the chairman of the Workmen's Compensation Board, the Director of Technical Services of the Department of Labour, and the chairman.

In British Columbia, a five-member committee, consisting of representatives of labour and management, with a member of the Workmen's Compensation Board as chairman, is studying the provincial Accident Prevention Regulations, as revised in 1966, and will advise the Board of any necessary amendments. If approved by the Board, the proposed revision will be circulated to all interested groups and considered at a public hearing before adoption.

Legislation on industrial safety is currently being studied in Québec. A revision of the Industrial and Commercial Establishments Act and regulations is contemplated. A Bill consolidating five technical safety Acts is under study by the Advisory Council on Labour and Manpower.

Accuracy and speed on the job



The emphasis that middle-aged workers place on accuracy rather than on speed creates special problems for their retraining, according to Dr. Eunice Belbin, Director of the University College London Industrial Training Research Unit, Cambridge, England, and her co-worker M.H. Toye. Their findings were published in the April 1970, issue of Gerontology. They examined such things as slow work habits acquired in training, job performance, pacing procedures, and skills required for high speed working. It was found that older people can learn to work faster if they overcome their obsession for accuracy.

The authors point out that a factor common to middle-aged workers is their greater respect for accuracy than for speed. This is why they usually make good inspectors. It may also account for high separation rates from conveyor line work in the 35-45 age group. It is apparently difficult for the middle-aged worker to resolve the conflict between his desire to complete a task to his satisfaction and the speed imposed by automatic machinery.

Experiments have shown that the effect of allowing people excessive time for one task increased the time required for subsequent and similar tasks. From this, it was concluded that speed of working tends to transfer from one situation to another similar one, or, in terms of Parkinson's Law "... not only does a piece of work expand to fill the time available, but once it has expanded, it continues to require more time."

This situation was found to be the case during experi ments with the training of older adults in the Londo Postal School. **Two methods of teaching postal destina tions were compared. One, a form of guided learning led to a rather low final performance. The other, a forr of cueing, achieved greater speed. Accuracy of perfor mance was identical.** The interesting point was that whenever the guided learning method preceded an other teaching method, the ultimate postal sorting rate were slowed down significantly. Method of learning therefore, seemed not only to affect speed of perfor mance, but it could also generate an adaptation to spee which persisted even when other methods were subse quently used.

The paper suggests that it is essential for older learner to be forced out of their "accuracy at all costs" ide if they are to work on a production job that demand speed. Obviously, the first possibility is to choose method of learning that generates speed. This may no always be possible if the job makes equal demands o accuracy. A second possibility is to force the speed c performance on one easily accomplished task, or pa of a task, in the knowledge that this speed will b transferred to similar tasks. This was done in the Londo

al School. It was found that if, initially, the sorting edure on an easy discrimination task was speeded the older trainees' speed on subsequent more com- sorting could be significantly improved while his uracy remained unaffected.

hird possibility tried was to "force the pace" on a ning task itself. This technique was found possible e years ago in burling—the locating of errors in woven l and worsted materials. On this job, slow movements er achieved the final goal. Sensitivity to the small erfections in the product could be attained only by id movements. Trainees therefore received daily cing" practice that greatly improved their final speed erformance.

one experiment, an automatic pacing machine was d. This machine generated an audio signal consisting a series of beeps that arrived progressively more quently until they coalesced into a continuous tone d then stopped. The function of the beeps was to icate a lapse of time despite their steadily increasing etition. Volunteers in their 40s were recruited. The perimental task was a simple treadle control exercise dely used in the sewing industry. An unthreaded wing machine was used to "sew" a line about three hes long between the "start" and "stop" lines. Seven ws completed a sheet.

For the first hour, everyone practised under normal industrial conditions, being timed for each sheet. They were then arranged in pairs matched for age and their first hour's performance. One member of each pair completed the remaining four one-hour sessions with ordinary timing as in the first session. The others were paced as well as being given their total time for each sheet. Both groups were told to work as fast as possible while being reasonably accurate. The final result was that the paced group was slightly faster than the unpaced, but the difference was small and statistically insignificant. An examination of those matched pairs in which pacing had shown up best revealed, however, that the effectiveness of pacing was greater among the oldest matched pairs of people. This tendency was supported by a later pacing experiment with teenagers that produced a negative result.

Interpreting the results of their experiments, the authors explain that their experience with older people as trainees suggested that attitudes and emotions are more likely to be affected by pacing than by skill. It appeared that leaving speed to the individual judgment of over-35 trainees resulted in their delaying a response until they were convinced of its accuracy. Hesitation of this type would then become habitual. Contrary to industrial expectations older trainees do have the potential for learning at speed; it is difficult, however, unless they are "paced" out of their obsessional accuracy.

Decisions of the umpire

UB 2967. The claimant filed an application for benefit, ting that he was last employed as a paper hanger- inter, but had been laid off because of lack of work. ght days later, **he applied for benefit at the dependency te, as his common-law wife lived with him and had en entirely dependent on him since 1943.** His reasons r supporting her were "the same as those of all people o had got married in church." Three days later, the surance officer notified the claimant that he was not titled to the dependency rate for his common-law wife, because he had failed to prove that she was a dependent person within the meaning of the Unemployment Insurance Act. The claimant then appealed to the board of referees; it heard the case a month later, and found that benefit at the dependency rate could not be claimed for a common-law wife. By unanimous decision, the board dismissed the appeal. The claimant subsequently appealed to the umpire, but **his appeal was again dismissed because the dependent person was not legally wedded to him.**

Conciliation

During October the Minister of Labour appointed conciliation officers to deal with the following disputes:

CKAC Ltée, Montreal, Qué., and United Radio and Television Workers Union, Local 291 (CLC) (Conciliation Officer: S. T. Payne).

Baton Broadcasting Limited, (CFTO-TV), Agincourt, Ont., and Toronto Newspaper Guild, Local 87 (Conciliation Officer: H. A. Fisher).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge No. 1763 (representing clerical and office workers) (Conciliation Officers: W. J. Gillies).

Charterways Co. Limited—Mississauga Transit System, Mississauga, Ont., and Amalgamated Transit Union, Division 107 (Conciliation Officer: K. Hulse).

Giant Yellowknife Mines Limited, Yellowknife, N.W.T., and Local 803, United Steelworkers of America (Conciliation Officer: George W. Rogers).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and International Union of Operating Engineers, Local 857 (Conciliation Officer: A. A. Franklin).

The City of Whitehorse, Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: A. A. Franklin).

Pacific Western Airlines Limited, Vancouver International Airport, and Canadian Air Line Dispatchers Association (Conciliation Officer: D. H. Cameron).

General Aviation Services Ltd., Toronto International Airport, and District Lodge 717, International Association of Machinists and Aerospace Workers (Conciliation Officer: K. Hulse).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers, Local 31; and General Teamsters Union, Local 181 (Conciliation Officer George W. Rogers).

Coast Ferries Limited, Richmond, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alta., and Hotel and Restaurant Employees and Bartenders International Union, Local No. 9 (Conciliation Officer: A. A. Franklin).

Roberval Express Ltée, Montreal, Qué., and le Syndicat national des employés de l'Industrie du camionnage Saguenay-Lac St-Jean (Conciliation Officer: S. T. Payne).

Baton Broadcasting Limited (CFTO-TV) Agincourt, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 873 (Conciliation Officer: H. A. Fisher).

Northern Electric Company Limited (Installation Western Region) and Communications Workers of America (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

Cominco Ltd. (Con and Rycon Operations) Yellowknife, N.W.T., and United Steelworkers of America (Conciliation Officer: D. H. Cameron) (L. G., Dec. 1970, p. 878

North Fraser Harbour Commissioners, Vancouver, ., and Canadian Merchant Service Guild (Conciliation Officer: A. A. Franklin) (L. G., Nov. 1970, p. 794).

ssabec Limitée, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. Payne) (L. G., Aug. 1970, p. 584).

Wilfrid Grenier, Québec, Qué, and Seafarers' International Union of Canada (Conciliation Officer: S. T. ne) (L. G., Aug. 1970, p. 584).

rton-Cargo Limited, Winnipeg, Man., and General vers, Warehousemen and Helpers, Local 979; and auffeurs, Teamsters and Helpers, Local 395 (Conciliation Officer: H. A. Fisher) (L. G., Nov. 1970, p. 794).

nciliation board appointed

naire (1961) Limited, Malton, Ont., and District dge 717, International Association of Machinists and rospace Workers (L. G., Dec. 1970, p. 878).

nciliation boards fully constituted

e Board of Conciliation and Investigation established September to deal with a dispute between Canadian cific Railway Company (S.S. "Princess of Acadia", y of Fundy Service), and Seafarers' International ion of Canada (L. G., Dec. 1970, p. 878) was fully stituted in October with the appointment of Judge than Green, Q.C., Halifax, as chairman. Judge Green s appointed by the Minister on the joint recommenion of the other two members of the Board, company minee Thomas Blair Drummie, and union nominee chard Shiels, both of Saint John, N.B.

e Board of Conciliation and Investigation established September to deal with a dispute between Hull City nsport Limited, and Hull Metropolitan Transport nited, and Amalgamated Transit Union, Division 591 G., Dec. 1970, p. 878) was fully constituted in Oc- er with the appointment of Judge Gaston Lacroix, ntreal, as chairman. Judge Lacroix was appointed the Minister in the absence of a joint recommenion from the other two members of the Board, comny nominee Fernand Mousseau, Hull, Qué., and on nominee Rheal Bastien, Ottawa.

The Board of Conciliation and Investigation established in September to deal with a dispute between Neil Penner Highway Service, Morden, Man., and General Drivers, Warehousemen and Helpers, Local 979 (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of C. R. Huband, Winnipeg, as chairman. Mr. Huband was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Harold Guy Piercy, and union nominee A. Coulter, both of Winnipeg.

The Board of Conciliation and Investigation established in September to deal with a dispute between Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and Association of Flin Flon Trade Unions (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Henry B. Monk, and union nominee Joseph James, both of Winnipeg.

The Board of Conciliation and Investigation established in September to deal with a dispute between Haltern Limited, Halifax, N.S., and International Longshoremen's Association, Local 269 (L. G., Dec. 1970, p. 878) was fully constituted in October with the appointment of Judge Nathan. Green, Q.C., Halifax, as chairman. Judge Green was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montreal, and union nominee Perry Ronayne, Dartmouth, N.S.

The Board of Conciliation and Investigation established in July to deal with a dispute between Buffalo and Fort Erie Public Bridge Authority and General Truck Drivers' Union, Local 879 (L. G., Oct. 1970, p. 729) was fully constituted in October with the appointment of Judge W. S. Lane, Picton, Ont., as chairman. Judge Lane was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. A. Williamson, Toronto, and union nominee H. A. Davidson, Hamilton.

The Board of Conciliation and Investigation established in July to deal with a dispute between C.P. Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Quebec Central Railway) and Brotherhood of Locomotive Engineers (L. G., Oct. 1970, p. 729) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as Chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recom-

mendation from the other two members of the Board, company nominee R. V. Hicks, Toronto, and union nominee Marc Lapointe Q.C., Montreal.

The Board of Conciliation and Investigation established in July to deal with a dispute between Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (L. G., Oct. 1970, p. 729) was fully constituted in October with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. William Cox, Q.C., Halifax, and union nominee Marc Lapointe, Q.C., Montreal.

Conciliation board reports received

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Local Union No. 31 (L. G., Dec. 1970, p. 879). (Full text appears in Supplement No. 8, 1970).

Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Sept. 1970, p. 660). (Full text appears in Supplement No. 9, 1970).

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., Sept. 1970, p. 660). (Full text appears in Supplement No. 9, 1970).

Moncton Broadcasting Limited, Moncton, N.B., and National Association of Broadcast Employees and Technicians (L. G., Aug. 1970, p. 585). (Full text appears in Supplement No. 8, 1970).

Bell Telephone Company of Canada (Directory Advertising Sales Employees, Eastern Region) and Office and Professional Employees International Union, Local 57 (L. G., Aug. 1970, p. 586). (Full text appears in Supplement No. 8, 1970).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (L. G., Nov. 1970, p. 795). (Full text appears in Supplement No. 8, 1970).

Settlement reached before conciliation board

Moncton Broadcasting Limited, Moncton, N.B., an National Association of Broadcast Employees an Technicians (see above).

Settlements reached after board procedure

Bell Telephone Company of Canada (Directory Adve tising Sales Employees, Eastern Region) and Office an Professional Employees International Union, Local 5 (see above).

Eldorado Nuclear Limited, Port Hope, Ont., and Inte national Union of District 50, Allied and Technica Workers of the United States and Canada, Local 1317 (see above).

B.C. Towboat Owners' Association (representing certai member companies) and Seafarers' International Unio of Canada. (Settlement reached with the mediatio assistance of Industry Specialist, D. S. Tysoe) (L. G Nov. 1970, p. 795).

Disputes lapsed

Radio Atlantic Limited (Radio Station CFNB) Fre dericton, N.B., and National Association of Broadcas Employees and Technicans (L. G., June 1970, p. 439).

Canadian Helicopter Overhauls Ltd.; Okanagan Hel copters Ltd., Vancouver International Airport and In ternational Union of Operating Engineers, Local Unio No. 115 (L. G., June 1970, p. 440).

Strike action

McAllister Towing Ltd., Montreal, Qué., and Canadia Marine Officers Union (representing Captains and En gineers) (strike commenced October 30) (L. G., De 1970, p. 879).

Certification

Canada Labour Relations Board met for one day ing October. It granted seven applications for ification, rejected one, and ordered three representa- votes. During the month the Board received 12 lications for certification and allowed the withdrawal ne. It also received two requests for review of earlier isions.

plication for certification granted

amsters, Chauffeurs, Warehousemen and Helpers, cal 141, International Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers of America, on alf of a unit of truck drivers employed by Stephen ner of London, Ont., carrying on business under the ne of the Professional Drivers' Pool (L. G., Aug. 1970, 83) (Reasons for judgment published as Supplement . 9, 1970).

ansport Drivers, Warehousemen and Helpers' Union, cal 106, International Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers of America, on alf of a unit of drivers and helpers and packers gularly employed by J. Brault Inc., St-Jean, Qué., in moving and warehousing operations (L. G., Sept. 70, p. 658).

eneral Truck Drivers Union, Local 938, Transport ivers, Warehousemen and Helpers' Union Local 106, d Teamsters, Chauffeurs, Warehousemen and Helpers cal 880, International Brotherhood of Teamsters, auffeurs, Warehousemen and Helpers of America, on alf of a system-wide unit of drivers and maintenance ployees employed by Bulk Carriers Limited, Cooks- le, Ont. (L. G., Nov. 1970, p. 796). The Employees dustrial Council, Toronto Branch, had intervened.

American Federation of Grain Millers, Local 242, on behalf of a unit of employees of Strathroy Flour Mills Limited, Strathroy, Ont. (L. G., Dec. 1970, p. 880).

Canadian Marine Officers Union on behalf of a unit of marine engineers employed aboard the M.V. "Congar" by Johnstone Shipping Limited, Toronto, Ont. (L. G., Nov. 1970, p. 798).

United Steelworkers of America on behalf of a unit of employees of Venus Mines Ltd. (N.P.L.), Vancouver, B.C., working at its mining and milling operations in the vicinity of Carcross in the Yukon Territory (L. G., Nov. 1970, p. 798).

Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck drivers employed by Somavrac Inc., Trois-Rivières, Qué., (L. G., Nov. 1970, p. 798).

Application for certification rejected

Brotherhood of Locomotive Engineers, applicant, Quebec Cartier Mining Company, Port Cartier, Qué., respondent and United Steelworkers of America, intervener (L. G., Nov. 1970, p. 798). The application was rejected because the Board considered that the application had been abandoned by the applicant.

Representation votes ordered

Syndicat des Journalistes de Montréal Inc. (CSN), applicant, and La Voix de l'Est Limitée, Granby, Qué., respondent (L. G., Sept. 1970, p. 659) (Returning Officer: R. E. Bouchard).

International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Radio Dartmouth Limited, Dartmouth, N.S., respondent (CFDR) (L. G., Oct. 1970, p. 732) (Returning Officer: R. Kervin).

Amalgamated Meat Cutters & Butcher Workmen of North America, applicant, Tyler Transport Limited, Acton, Ont., respondent and David Ernest Hall, intervener (L. G., Dec. 1970, p. 881) (Returning Officer: K. Hulse).

Applications for certification received

Syndicat des Journalistes de Montréal on behalf of a unit of employees of Supravox Corporation Limitée, Montreal, Qué. (Investigating Officer: R. Dorion).

Syndicat des Journalistes de Montréal on behalf of a unit of radio maintenance technicians employed by Société d'Électronique Nortel Limitée, Montréal, Qué. (Investigating Officer: R. Dorion).

Syndicat des Journalistes de Montréal on behalf of a unit of personnel employed by C.J.M.S. - Radio-Montréal Limitée, Montréal, Qué. (Investigating Officer: R. Dorion).

Syndicat des Journalistes de Montréal on behalf a unit of employees of C.J.T.R. Radio-Trois-Rivières Limitée, Trois-Rivières, Qué. (Investigating Officer: R. Dorion).

National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Sudbury Broadcasting Co. Ltd. employed at Radio Station CHNO (Investigating Officer: K. Hulse).

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada on behalf of a unit of plumbers and others employed by Atomic Energy of Canada Limited, Ottawa, Ont. at its Whiteshell Nuclear Research Establishment (Investigating Officer: A.E. Koppel).

National Association of Broadcast Employees and Technicians on behalf of a unit of news room employees of Channel Seven Television Limited (CJAY-TV), Winnipeg Man. (Investigating Officer: A.E. Koppel).

Syndicat des Journalistes de Montréal on behalf of a unit of employees of Radiodiffusion Mutuelle Limitée, Montréal, Que. (Investigating Officer: R. Dorion).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of pick-up and delivery drivers and dockmen employed by P.L. Porter Trucking Ltd., Burnaby, B.C. (Investigating Officer: A.A. Franklin).

Grain Workers Local 333, International Union of Un ed Brewery, Flour, Cereal, Soft Drink and Distille Workers of America on behalf of a unit of employe of Columbia Containers Ltd., Vancouver, B.C. (Inves gating Officer: A.A. Franklin).

Building Material, Construction and Fuel Truck Drive Union, Local 213, International Brotherhood of Team sters, Chauffeurs, Warehousemen and Helpers America on behalf of a unit of operating employe employed by White Pass & Yukon Route (the Pacif and Arctic Railway and Navigation Company, Britis Columbia-Yukon Railway Company, British Yuko Railway Company and the British Yukon Navigatio Company, Limited), Vancouver, B.C. (Investigatin Officer: A. A. Franklin).

International Association of Machinists and Aerospac Workers on behalf of a unit of contamination and R.I monitor operators employed at its Whiteshell Nuclea Research Establishment by Atomic Energy of Canad Limited, Ottawa, Ont. (Investigating Officer: A. E. Kop pel).

Requests for review under Section 61(2)

The Board received a request for review of its ord dated February 23, 1949, which certified the Federatio of Telephone Workers of British Columbia as the ba gaining agent of a unit of employees of British Colun bia Telephone Company, Vancouver, B.C. (Investigatin Officer: A. A. Franklin) (L. G. 1949, p. 288).

The Board received a request from Le Syndicat Transport Routier Inc. seeking to have its current nam substituted for its former name, Le Syndicat Nation des employés de l'Industrie du Camionnage, Sague ay-Lac St-Jean Inc., in the certificate issued by the Boa on April 30, 1963 (L. G. 1963, p. 502), certifying th said Syndicat as the bargaining agent of a unit of em ployees of Roberval Express Limitée, Chambord, Qué

nemployment surance report

volume of claims filed in August for unemployment rance benefit fell to 106,000 from 148,000 filed during . Reduced claim loads were reported in all prov-s. Sixty per cent of the reduction occurred in Ontario re the proportion of all claims filed fell from 43 cent in July to 36 per cent in August. For each ne past six months the claim load was greater than ng the corresponding month in 1969.

nth	Percentage change over 1969
ust	+22
	+23
e	+51
y	+33
il	+34
rch	+28

On August 31 there were 409,000 claimants for unemployment insurance benefit, 30,000 or 7 per cent fewer than on July 31. While there were 35,000 fewer male claimants, the number of females increased by 4,500. Ontario and British Columbia accounted for practically all the reduction with small numeric changes occurring elsewhere.

Since January 1970, the month-end claimant count continued well above the level for corresponding dates in 1969. At 409,000 the number of claimants at the end of August was 141,000 or 53 per cent more than on August 29, 1969. The monthly average claimant count since the beginning of this year was 30 per cent higher than for the corresponding period in 1969.

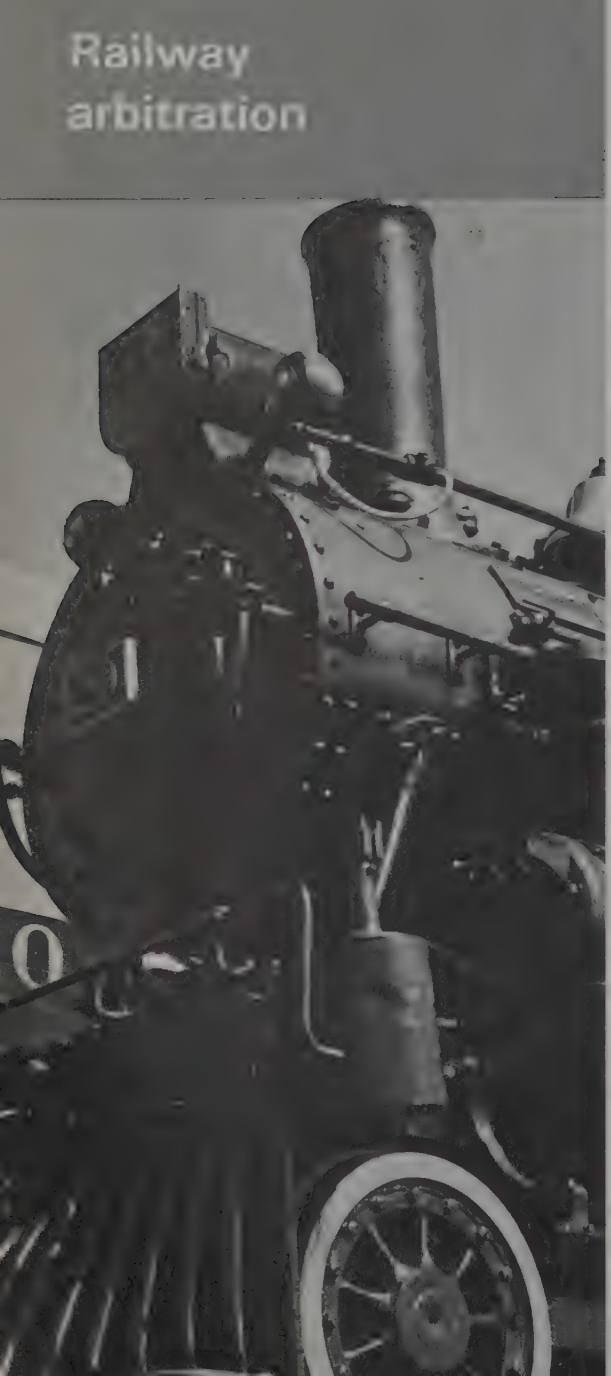
The average weekly estimate of beneficiaries in August of 299,000 was 7 per cent higher than in July and 37 per cent higher than in August 1969. **Benefit payments totalled $41.4 million in August, $43.9 million in July and $27.7 million in August 1969.** The average weekly benefit payment for these 3 months were $34.66, August 1970; $35.07, July 1970 and $31.73, August 1969.

mmary Table

vity	August 1970	July 1970	August 1969	Cumulative Data: January to August 1970	Cumulative Data: 12 months ending August 1970
			(in thousands)		
red population at end of month	—	5,617	5,514	—	—
al and renewal claims filed:					
Total	106	148	87	1,438	2,119
Initial	75	103	64	1,075	1,582
Renewal	31	45	23	363	537
mants currently reporting to local offices	409	439	268	568*	498*
ficiaries (weekly average)	299	278	219	438*	352*
ks compensated	1,194	1,250	875	14,786	18,123
fit paid	$41,377	$43,854	$27,745	$504,297	$629,447
rage weekly benefit	$34.66	$35.07	$31.73	$34.11	$34.73

nthly average.

Railway arbitration



Six cases were dealt with by the Canadian Railw Office of Arbitration in Montreal on September 9, 197 and one case was heard on September 11, 1970. Grie ances were dismissed in six of the seven cases.

Case No. 231. Dispute between the CNR and the Unit Transportation Union over claims by a spare brakema

A brakeman worked as flagman on a passenger tr He went off assignment 19 hours later. He was pa for the first trip in accordance with provisions in t collective agreement. But for the return trip, he w paid 314 miles at the passenger rate plus 61 miles the passenger rate "as time held at other than his hon terminal."

On the grounds that he should have been deadhead to his home terminal, the brakeman submitted a cla for the difference between the 314 miles at passeng rate and the 296 miles at the freight rate for the dea heading that he said should have taken place. And sin he was not properly returned, he alleged that he w run around on his home spareboard by 11 brakem So, he submitted another claim for 11 run-around p ments.

The arbitrator agreed that the brakeman could ha been deadheaded home and that he was out of serv for more than the 16 hours specified in the agreeme He said also that the brakeman should be paid difference between the amount he was paid for return trip and the amount he would have been p had he "returned deadhead." But the arbitrator did agree to the 11 run-around claims. He said that brakeman would have been available for only one the calls and therefore should be paid 50 miles for e run-around.

Case No. 232. Dispute between the CNR and the Uni Transportation Union over claims by a crew for serv on a turbotrain.

A conductor and a brakeman were called to handle extra passenger train, a turbotrain. They submitte claim for 184 miles at through-freight rates of pay. company paid them for 197 miles at passenger ra and the men submitted a further claim for the differer

The arbitrator found that the train was on a spe trip to test the train's performance and simulate cert aspects of passenger services. He said that, althou

e were no paying passengers, there were passengers, the crew was performing passenger train duties. dismissed the grievance.

e No. 233. Dispute between the CNR and the Broth-ood of Railway, Airline and Steamship Clerks, Freight ndlers, Express and Station Employees over the com-y's failure to fill a job vacancy.

warehouseman was ill for almost four months, but company did not fill the position. The union con-ded that the company should pay lost wages to a ior employee who had been laid off. The arbitrator d that the company had decided that it had enough f to perform the work, there was even a subsequent uction in the staff. So he dismissed the grievance.

se No. 234. Dispute between the CNR and the Broth-ood of Railway, Airline and Steamship Clerks, Freight ndlers, Express and Station Employees over the arding of a position.

e company advertised the position of chief adminis-tion clerk for a coastal depot. The competition was n by an employee who was junior to the three men o subsequently filed a grievance. The bulletin stated t the person selected for the job would have to have nowledge of coastal operations. The arbitrator found t none of the three grievors had had experience in ight or coastal offices, and that therefore they were t qualified for the job. He said that he was "not isfied that the company exercised its judgment in an itrary, unreasonable or discriminatory manner," and dismissed the grievance.

se No. 235. Dispute between the CNR and the Broth-ood of Railway, Airline and Steamship Clerks, Freight ndlers, Express and Station Employees over the clos-of a coastal office.

e company closed a coastal office and laid off two ployees. The union contended that this was a viola-n of a job security agreement, and it requested that nditions be put back to the way they were before layoff.

e arbitrator found that the office had been closed cause of a "very substantial decline" in traffic volume. e agreement states that terms of the agreement would t apply to changes "brought about by fluctuation of ffic or normal seasonal staff adjustments." The arbi-tor was certain that it was a seasonal layoff, and missed the grievance.

Case No. 236. Dispute between the Ontario Northland Railway and the Brotherhood of Locomotive Engineers over a claim by an engineman for switching.

On his arrival at a yard, the engineman found that there was one car on the track. He was told to push the car out of his way and, on his way out, pull it onto another track. The engineman submitted a claim for an additional 100 miles for yard switching. The arbitrator said that the grievor "simply pushed an inadvertently misplaced car to the nearest point out of his way and left it there." He dismissed the grievance.

Case No. 237. Dispute between the CNR and the United Transportation Union over time claims of 31 passenger crews.

A crew was assigned to operate two regular passenger trains between two terminals. On one occasion, the crew was told to operate one of their trains to a point part way to their usual destination as it was running late. By doing so, they could operate their other assigned train back to their home terminal. They went off duty at the part-way point at 2215 hours and were called for duty at 0445 hours the next morning to take their regular train back to their home terminal.

In their claims, the crew asked for 405 miles at passenger rates. This included payment for time-off duty at the part-way point. The company deducted 130 miles from that part of their claim which the men contended was time-off duty. Later they submitted a claim for the 130 miles, and 31 similar claims were submitted by other crews about the same period of time.

The arbitrator agreed that the crew did not make the mileage it would have if their regular assignments had been performed in full. These were shortened assignments, he said. And the crew was not delayed at the part-way point as they were not on duty. Their assignment, in fact, was completed for that day and they were "properly released from duty." He dismissed the grievance and denied payment for the 130 miles.

General topics

Employment review

Employment declined by 286,000 between August and September, to a total of 7,986,000* and was 139,000, or 1.8 per cent, higher than in September 1969. The labour force at 8,384,000*, was 336,000 lower than in August, and 258,000, or 3.2 per cent, higher than in September a year ago. A decrease in unemployment of 50,000 from August to 398,000* in September, was smaller in percentage terms than in recent years. The number of persons unemployed in September was 119,000 higher than in September 1969. (*Not adjusted for seasonality.)

The unadjusted unemployment rate in September was 4.7 per cent, down from 5.1 per cent in August. The seasonally adjusted rate of unemployment rose from 6.7 per cent in August to 6.9 per cent. (Seasonal adjustment is an analytical method used to remove the effects of normal seasonal fluctuations from the data.)

Employment

Employment in September declined 286,000 to 7,986,000 (unadjusted) but was 139,000 higher than in September 1969. There was a large reduction, 56,000, in agricultural employment between August and September. Decreases occurred in public administration, 45,000, construction, 26,000, transportation, communication and other utilities, 24,000, and other primary industries, 19,000. There were less-than-average declines in manufacturi 46,000, and trade, 24,000, and a greater-than-avera decrease in community, business and personal servi 47,000.

The number of 14-24 year old employed persons d clined 404,000 between August and September. This w about the same size as the decrease in the same peri last year and was associated with the return of stude to school. Employment of men aged 25 years and ov increased by only 12,000, but there was a large season rise, 105,000, in the employment of women 25 yea and over.

Seasonally adjusted employment

The seasonally adjusted level of employment rose 33,000 from August to a total of 7,892,000 in Septemb This followed decreases in both July and August. Fai large increases occurred in Québec and in British C lumbia.

Unemployment

Unemployment declined 50,000 to 398,000 in Septemb but was 119,000 higher than in September a year ag Persons aged 14-24 years accounted for a substant number, 29,000, of the total reduction, and there we the usual seasonal declines among men and women years and over, 21,000. Compared with September 196 unemployment among 14-24 year-olds was 67,0 higher in September 1970. The yearly increase amo persons 25 years and over was 52,000. Declines in u employment between August and September were larg than in most recent years in Québec and smaller th in recent years in Ontario.

Seasonally adjusted unemployment rates

The seasonally adjusted unemployment rate increas to 6.9 per cent in September. The adjusted rate f persons 25 years and over advanced in September b cause of a substantial increase in adjusted unemplo ment among men in this age-group. The adjusted ra for 14-24 years old continued to rise. Increases in t seasonally adjusted unemployment rates were record in Ontario and to a lesser extent in the Atlantic regi between August and September. There was little or change in Québec and the Prairies. The recent improv ment in British Columbia continued.

age schedules

ng September, The Department of Labour prepared wage schedules for inclusion in contracts proposed e undertaken by departments of the federal Gov- ent and its Crown corporations in various areas nada, for works of construction, remodelling, repair molition, and certain services. In the same period, contracts in these categories were awarded. In addi- 26 contracts containing the General Fair Wages se were awarded.

opy of the wage schedule issued for each contract vailable on request to trade unions concerned or to rs who have a bona fide interest in the execution ne contract.

tracts awarded in September for the manufacture upplies and equipment were:

partment	No. of Contracts	Aggregate amount
ply and Services	155	$1,216,865.00

ing September, the sum of $16,446.50 was collected 1 6 contractors for wage arrears owing their employ- as a result of the failure of the contractors, or their contractors, to apply the wage rates and other condi- s of employment required by the schedule of labour ditions forming part of their contract. This amount r distribution to the 70 workers concerned.

nemployment insurance fund

ing September, 1970, 26,196 investigations were lized across Canada. Of these, 15,102 were on-pre- es investigations and 2,280 were selective investiga- s to verify the fulfilment of statutory conditions. The aining 563 formal investigations and 8,251 post audit stigations were in connection with claimants sus- ed of making false statements to obtain benefits.

itive disqualifications as a result of claimants making e statements or misrepresentations numbered 2,163. secutions were begun in 118 cases, all against claim- . This does not include employer prosecutions begun he Revenue Branch.

Revenue received by the Unemployment Insurance Fund in September totalled $53,992,336.93 compared with $58,738,246.01 in August and $54,322,861.31 in September 1969. Benefits paid in September totalled $37,737,070.17 compared with $41,377,428.23 in August and $24,008,143.13 in September 1969. **The balance in the Fund on September 30, 1970 was $454,407,460.38 compared with $438,152,193.62 in August and $468,864,251.08 on September 30, 1969.**

January credits

Unemployment insurance report, p. 51, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 49, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 46, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Accuracy and speed on the job, p. 44, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Labour Legislation 1969-70, p. 34 was prepared by the Legislation Branch of the Canada Department of Labour.

Photos. J. McArthur, Windsor, Ont.: Cover, P. 15, 16, 17, 18, 21, 22, 23, 24. Vancouver Sun: p. 5. Stan Photo, Montreal: p. 7. Jac-Guy, Montreal: p. 10. Public Archives of Canada: p. 13. Atlas Photo Studio, Montreal: p. 19. W. B. Edwards Inc., Québec City: p. 26. NFB: p. 29, 35, 44, 52. Government of Québec: p. 38, 42.

Publications in the library

List No. 262

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed when requesting loans.

Canada. Task Force on Labour Relations

The following four studies were prepared for the Task Force on Labour Relations and published in 1970 in Ottawa by the Queen's Printer.

■ **No. 1—Arthurs, Harry William.** Labour disputes in essential industries. 305 p. Study no. 8. Résumé en français, p. 285-305.

■ **No. 2—Christie, Innis M.** Unfair labour practices: an exploratory study of the efficacy of the law of unfair labour practices in Canada, by Innis Christie [and] Morley Gorsky. 220 p. Study no. 10. Résumé en français: p. 205-220.

■ **No. 3.—Dofny, Jacques.** Le syndicalisme au Queb structure et mouvement [par] J. Dofny et P. Berna 117 p. Etude no. 9. Summary in English: p. 97-117.

■ **No. 4—Malles, Paul.** Trends in industrial relatic systems of continental Europe. 213 p. Study no. Résumé en français, p. 179-213.

Collective bargaining

■ **No. 5—Flanders, Allan, ed.** Collective bargainir selected readings. [Harmondsworth, Eng.] Peng Books [1969] 431 p.

■ **No. 6—Hartman, Paul Theodore.** Collective b gaining and productivity; the longshore mechanizati agreement. Berkeley, University of California Pre 1969. 307 p.

■ **No. 7—Ontario. Department of Labour.** Resear Branch. Collective bargaining provisions in Onta municipal agreements. [Toronto] 1970. 69 p.

Conferences

■ **No. 8—Edinburgh Conference on Demography, 19** Population growth and the brain drain; edited by Bechhofer. Edinburgh, Edinburgh U.P., 1969. xvi. 2 p.

■ **No. 9—International Labour Conference. 53rd, G eva, 1969.** Record of proceedings. Geneva, Internatio Labour Office, 1969. 798 p.

Economic conditions

■ **No. 10—Officer, Lawrence Howard, ed.** Canadi economic problems and policies, edited by Lawre H. Officer and Lawrence B. Smith. Toronto, McGra Hill [1970] x, 358 p.

Guaranteed annual income

■ **No. 11—Crowley, Ronald Wilfred.** Cost of guaranteed annual income, by Ronald W. Crowley [a David A. Dodge. Kingston, Ont., Industrial Relatic Centre, Queen's University, 1970. 395-408 p.

h workers

No. 12—Greenfield, Harry I. Allied health manr: trends and prospects [by] Harry I. Greenfield, the assistance of Carol A. Brown. Foreword by inzberg. New York, Columbia University Press, xiii, 195 p.

No. 13—Pointer, Dennis Dale. Unionization, collecargaining and the non-profit hospital. Iowa City, er for Labor and Management, College of Business inistration, University of Iowa, 1969. 58 p.

strial relations

No. 14—Dispute settlement procedures in five West-European countries. Papers by Xavier Blanc-Jouvan others. Benjamin Aaron, editor] Los Angeles, Insti- of Industrial Relations, University of California 9] [90] p.

No. 15—Manitoba. Labour Management Review mittee. Annual report, 1969. [Winnipeg, 1970] lv. ious pagings).

No. 16—Neal, Leonard Francis. The manager's de to industrial relations [by] L.F. Neal [and] Andrew ertson. London, Allen & Unwin, 1968. 151 p.

No. 17—Seyfarth, Shaw, Fairweather & Geraldson. or relations and the law in Belgium and the United es; a comparative study. Ann Arbor, Program in rnational Business, Graduate School of Business ministration, University of Michigan [1969] xxvii p.

No. 18—Two statements on labor/management rela-s in the 1970s [by] James D. Hodgson and Matthew Kelly. New York, National Association of Manufacrs [1969] 32 p.

our organization

No. 19—Beirne, Joseph A. Challenge to labor; new s for American trade unions. Foreword by Willard tz. Englewood Cliffs, N.J., Prentice-Hall [1969] 224

No. 20—Carlson, Bo. Trade unions in Sweden. ckholm Tidens forlag [c1969] 175 p.

■ **No. 21—Hutchinson, John E.** The imperfect union; a history of corruption in America trade unions. New York, Dutton, 1970. 477 p.

■ **No. 22—International Labour Office.** Trade union rights and their relation to civil liberties. Seventh item on the agenda. Geneva, 1969. 70 p. At head of title: Report 7. International Labour Conference. 54th session, Geneva, 1970.

Labouring classes

■ **No. 23—Beeler, Duane.** Roles of the labor leader [by] Duane Beeler [and] Harry Kurshenbaum. [Chicago, 1969] 131 p. "...May be purchased from Union Representative, 430 S. Michigan Avenue, Chicago, Illinois 60605."

■ **No. 24—Hollowell, Peter G.** The lorry driver. London, Routledge & K. Paul; New York Humanities Press, 1968. 263 p.

■ **No. 25—Hunter, Laurence Colvin.** European economic integration and the movement of labour, by L. C. Hunter and G. L. Reid. Kingston, Ont. Industrial Relations Centre, Queen's University, 1970. 38 p.

■ **No. 26—International Labour Office.** Measuring labour productivity. Geneva, 1969. 172 p.

Manpower

■ **No. 27—Blaug, Mark.** The utilization of educated manpower in industry; a preliminary report [by] Mark Blaug, Maurice Preston [and] Adrian Ziderman. London, Oliver and Boyd [1967] ix, 103 p.

■ **No. 28—McCormick, Brian Joseph, comp.** The labour market: selected readings; edited by B.J. McCormick and E. Owen Smith. [Harmondsworth, Eng.] Penguin [1968] 393 p.

■ **No. 29—Morton, Joseph Edward.** On the evolution of manpower statistics. Kalamazoo, Mich., W.E. Upjohn Institute for Employment Research, 1969. 113 p.

Occupations

■ **No. 30—A systems approach to new careers: two papers.** Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1969. 37 p. Contents: Six steps to new careers, by Wretha W. Wiley. A systems approach to manpower development in human services, by Sidney A. Fine.

Pensions

■ **No. 31—Kleiler, Frank Munro.** Canadian regulation of pension plans. [Washington, U.S. Dept. of Labor, Labor-Management Services Administration] 1970. 2 parts. Part 2 contains Appendices.

Social security

■ **No. 32—Canada. Unemployment Insurance Commission.** Unemployment insurance in the 70's [presented by the Honourable Bryce Mackasey, Minister of Labour. Ottawa, Queen's Printer, 1970] 36 p.

■ **No. 33—International Social Security Association. General Secretariat.** ILO - 50 years of social security, 1919-1969. OIT - 50 années de sécurité sociale, 1919-1969. Geneva, 1969. 147p. English and French.

Technology

■ **No. 34—Drucker, Peter Ferdinand.** Technology, management & society; essays by Peter F. Drucker. New York, Harper & Row [1970] 209 p.

■ **No. 35—European Conference on Technological Forecasting, University of Strathclyde, 1968.** Technological forecasting. Edited by R.V. Arnfield. Edinburgh, Edinburgh U.P. [1969] [417] p.

■ **No. 36—Muller, Herbert Joseph.** The children of Frankenstein; a primer on modern technology and human values. Bloomington, Indian University Press [1970] 431 p.

Wages and hours

■ **No. 37—Canada Department of Labour. Economi and Research Branch.** Wages in Canada and the Uni States; an analytical comparison [by] Allan A. Por and others. [Ottawa, Queen's Printer, 1969] 153 p.

■ **No. 38—U.S. Bureau of Labor Statistics.** Area wa surveys, selected metropolitan areas, 1968-69: occup tional earnings, 88 areas; supplementary provisions, areas. Washington, G.P.O., 1970. 92 p.

■ **No. 39—Whittingham, Frank Joseph.** Minimu wages in Ontario; analysis and measurement problem Kingston, Ont., Industrial Relations Centre, Queen University, 1970. xi, 55 p.

Women—employment

■ **No. 40—Kieran, Sheila.** The non-deductible woma a handbook for working wives and mothers. Toront Macmillan [c1970] 107 p.

■ **No. 41—U.S. Women's Bureau.** Job finding tec niques for mature women. [Washington, G.P.O. 1970] 40

Miscellaneous

■ **No. 42—Bray, Jeremy.** Decision in governmer London, Victor Gollancz, 1970. 320 p.

■ **No. 43—Broadway, Frank Edward.** State int rvention in British industry, 1964-68. London, Kaye Ward [1969] 191 p.

■ **No. 44—Laskin, Bora.** The British tradition in C nadian law. London, Stevens & Sons. 1969. 138 p.

■ **No. 45—Schultze, Charles L.** Setting nation priorities, the 1971 budget [by] Charles L. Schultze wi Edward K. Hamilton and Allen Schick. Washingto Brookings Institution [1970] viii, 192 p.

bour Statistics

pal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
AL CIVILIAN LABOUR FORCE*				
Week ended September 19, 1970		8,384	− 3.9	+ 3.2
Employed		7,986	− 3.5	+ 1.8
Agriculture		558	− 9.1	− 4.0
Non-agriculture		7,428	− 3.0	+ 2.2
Paid workers		6,896	− 3.9	+ 2.2
At work 35 hours or more		6,447	+ 5.6	+ 0.6
At work less than 35 hours		1,209	+16.4	+ 7.5
Employed but not at work		330	−70.7	+ 4.4
Unemployed		398	−11.2	+ 42.7
Atlantic		35	−10.3	+ 9.4
Québec		147	−14.0	+ 18.5
Ontario		114	− 8.1	+ 67.6
Prairie		44	−12.0	+100.0
British Columbia		58	− 9.4	+ 75.8
Without work and seeking work		381	−10.6	+ 43.8
On temporary layoff up to 30 days		17	−22.7	+ 21.4
DUSTRIAL EMPLOYMENT (1961 = 100)†	August	130.0	+ 1.2	− 0.8
Manufacturing employment (1961 = 100)†	August	125.4	+ 2.6	− 2.0
MIGRATION	1st 6 mos. 1970	70,835	—	− 0.4
Destined to the labour force	1st 6 mos. 1970	37,917	—	− 0.1
RIKES AND LOCKOUTS				
Strikes and lockouts	October	77	+ 5.5	− 31.3
No. of workers involved	October	44,111	− 2.9	− 40.3
Duration in man days	October	780,070	+22.3	− 29.9
RNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†	August	$ 128.25	+ 1.0	+ 7.7
Average hourly earnings (mfg.)†	August	$ 3.02	+ 0.3	+ 8.6
Average weekly hours paid†	August	40.0	+ 1.8	− 0.3
Average weekly wages (mfg.)†	August	$ 120.81	+ 2.2	+ 8.5
Consumer price index (1961 = 100)	August	130.5	+ 0.5	+ 2.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	July	121.7	− 2.0	+ 4.0
Total labour income (Millions of dollars)†	August	4,021.4	+ 0.7	+ 7.6
DUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	August	170.2	+ 0.3	+ 2.7
Manufacturing	August	165.4	+ 0.2	− 1.4
Durables	August	182.9	+ 0.8	− 1.7
Non-durables	August	151.2	− 0.4	− 1.0
W RESIDENTIAL CONSTRUCTION**				
Starts	August	13,765	− 0.8	− 15.2
Completions	August	15,375	+50.7	+ 29.3
Under construction	August	99,810	− 1.9	− 17.8

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of atistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended September 19, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.
			(in thousands)			
THE LABOUR FORCE	8,384	671	2,333	3,111	1,394	8
Men	5,674	463	1,609	2,069	943	5
Women	2,710	208	724	1,042	451	2
14-19 years	789	66	222	260	157	
20-24 years	1,277	136	397	420	205	1
25-44 years	3,607	252	1,028	1,378	559	3
45-64 years	2,494	201	632	968	431	2
65 years and over	216	16	54	84	42	
EMPLOYED	7,986	636	2,186	2,997	1,350	8
Men	5,393	435	1,502	1,994	914	5
Women	2,593	201	684	1,003	436	2
Agriculture	558	28	111	140	257	
Non-agriculture	7,428	607	2,075	2,857	1,093	7
Paid Workers	6,896	555	1,904	2,689	1,020	7
Men	4,540	372	1,289	1,752	647	4
Women	2,355	183	615	937	372	2
UNEMPLOYED	398	35	147	114	44	
Men	281	28	107	75	29	
Women	117	*	40	39	15	
PERSONS NOT IN LABOUR FORCE	6,715	717	1,971	2,323	1,033	6
Men	1,808	225	513	612	279	
Women	4,907	492	1,458	1,711	754	4

* Less than 10,000. Source: Labour Force Survey, DBS.

le A-2—Age, Sex and Marital Status, Week Ended September 19, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
ULATION 14 YEARS OF AGE AND OVER*	15,099	2,501	4,262	1,218	4,372	1,166	1,580
OUR FORCE	8,384	789	4,080	975	1,530	793	216
Employed	7,986	691	3,949	884	1,492	760	210
Unemployed	398	98	132	91	38	33	**
IN LABOUR FORCE	6,715	1,712	182	243	2,842	372	1,364
TICIPATION RATE†							
1970—Sept. 19	55.5	31.5	95.7	80.0	35.0	68.0	13.7
Aug. 22	57.9	45.0	96.1	87.8	33.2	67.9	13.3
EMPLOYMENT RATE‡							
1970—Sept. 19	4.7	12.4	3.2	9.3	2.5	4.2	**
Aug. 22	5.1	10.0	3.3	10.1	3.0	5.1	**

cludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
e labour force as a percentage of the population of 14 years of age and over.
e unemployed as a percentage of the labour force.
ess than 10,000 unemployed.
rce: Labour Force Survey, DBS.

ble A-3—Unemployed, Week Ended September 19, 1970

	September 1970	August 1970	September 1969
	(in thousands)		
TAL UNEMPLOYED	398	448	279
On temporary layoff up to 30 days	17	22	14
Without work and seeking work	381	426	265
Seeking:			
Full-time work	358	397	249
Part-time work	23	29	16
Under 1 month	112	97	88
1-3 months	130	184	100
4-6 months	61	65	30
More than 6 months	78	79	47

rce: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	Monthly Totals								
	(millions of dollars)								
1965—Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,1
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,9
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,2
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,4
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,2
1969—August	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736
September	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761
October	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738
November	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763
December	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703
1970—January	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688
February	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,725
March	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758
April	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790
May	92.3	988.0	406.5	32.5	254.4	494.4	1,352.2	211.2	3,865
June*	94.7	1,013.9	415.5	38.2	296.3	507.2	1,381.2	207.9	3,994
July†	95.6	993.1	419.6	42.1	309.5	499.4	1,378.7	208.5	3,997
August‡	95.7	1,004.3	419.6	44.5	324.2	497.3	1,380.0	207.9	4,028
Seasonally Adjusted									
1965—Total	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,1
1966—Total	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,9
1967—Total	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,2
1968—Total	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,4
1969—Total	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,2
1969—August	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637
September	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,666
October	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,675
November	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,735
December	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,784
1970—January	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,839
February	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,854
March	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,866
April	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,866
May	92.7	983.1	406.1	35.3	253.0	493.7	1,345.8	200.1	3,849
June*	93.0	1,000.2	405.8	34.7	271.6	496.3	1,363.0	201.9	3,885
July†	94.2	995.1	406.6	35.5	275.5	492.1	1,373.0	201.4	3,901
August‡	94.8	995.9	403.8	37.1	280.8	497.9	1,381.4	203.0	3,923

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are ba on the 1960 standard industrial classification.
NOTE: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

Employment, Hours and Earnings

C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at July 1970 ers in the principal non-agricultural industries reported a total employment of 3,806,013. Table C-3 gives estimates of total ment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a hat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of e also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting

C-1—Employment, Payrolls and Weekly Wages and Salaries

nd Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
RAGE						
965	114.3	116.3	91.01	117.2	116.2	94.78
966	120.7	123.1	96.34	123.5	122.8	100.16
967	122.6	131.4	102.83	123.1	130.6	106.54
968	122.7	140.4	109.88	122.1	140.3	114.42
969	126.9	150.3	117.63	125.2	150.7	122.93
969—July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
—January	124.4	157.3	123.08	122.5	158.5	129.28
February	124.3	158.7	124.14	122.6	159.6	130.17
March	124.2	158.2	123.79	122.6	159.5	130.08
April	124.5	160.4	125.53	122.3	161.2	131.43
May	126.7	161.0	126.07	122.8	162.3	132.39
June*	129.6	162.5	127.17	125.5	163.3	133.21
July†	128.4	162.3	127.01	122.3	161.8	131.93

ised. † Preliminary.
ludes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, ance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
ce: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers* July 1970	June 1970	July 1969	Average Weekly Wages and Salaries July 1970	June 1970	
	(1961 = 100)					
REGION AND PROVINCE						
Atlantic Region	124.4	123.9	126.4	107.05	105.29	
Newfoundland	130.9	131.1	128.1	117.06	115.84	1
Prince Edward Island	146.0	145.2	149.3	84.24	82.05	
Nova Scotia	118.7	116.9	123.3	105.95	103.74	
New Brunswick	125.0	125.6	127.0	103.91	102.31	
Québec	120.2	122.1	123.0	122.03	122.83	1
Ontario	131.6	134.0	130.4	132.31	132.66	1
Prairie Region	129.7	128.9	131.6	122.55	121.77	1
Manitoba	119.9	120.0	121.8	117.30	116.91	1
Saskatchewan	118.1	116.7	122.6	114.58	114.55	1
Alberta	142.7	141.4	143.6	128.96	127.68	1
British Columbia	140.1	138.6	140.8	136.59	136.57	1
CANADA	128.4	129.6	129.1	127.01	127.17	1
URBAN AREAS						
St. John's	136.3	138.3	139.8	101.55	101.60	
Halifax	121.8	122.8	122.6	107.24	106.01	
Sydney	92.1	91.7	91.9	115.16	106.12	1
Moncton	138.4	137.4	131.6	100.07	99.60	
Saint John	114.5	114.9	113.5	107.30	106.24	1
Chicoutimi	117.3	117.0	118.4	151.64	148.98	1
Montreal	120.1	123.2	123.3	125.64	126.18	1
Québec	122.3	124.8	121.6	109.75	109.51	1
Shawinigan	98.2	98.6	98.0	124.34	124.99	1
Sherbrooke	112.2	114.1	117.6	109.56	107.54	
Trois-Rivières	111.6	115.7	118.0	117.17	119.38	1
Ottawa-Hull	142.2	143.2	139.4	120.36	119.87	1
Belleville	126.7	126.9	126.7	112.29	111.62	1
Brampton	288.8	296.3	268.9	128.79	129.84	1
Brantford	129.3	131.8	141.9	117.04	117.51	1
Thunder Bay	125.8	127.7	129.1	125.57	125.20	1
Guelph	141.4	145.5	142.8	119.61	120.68	1
Hamilton	124.1	125.8	124.1	136.39	135.15	1
Kingston	128.1	128.4	133.3	121.68	119.75	1
Kitchener	151.1	155.0	154.4	117.40	118.72	1
London	125.6	127.9	125.3	123.02	122.68	1
Niagara Falls	125.4	121.2	122.2	116.80	117.35	1
Oshawa	102.8	134.3	105.2	152.47	147.04	1
Peterborough	139.9	143.0	142.7	130.48	131.89	1
Sarnia	137.6	140.3	147.4	165.28	164.52	1
Sault Ste. Marie	127.6	127.5	129.4	145.60	145.85	1
Sudbury	133.6	133.8	64.5	155.17	155.32	1
St. Catharines	141.7	137.2	144.1	146.44	143.86	1
Timmins	76.9	75.8	77.1	115.38	116.14	1
Toronto	133.2	137.0	133.3	134.66	135.14	1
Welland	118.8	120.8	103.0	150.06	149.01	1
Windsor	145.8	149.8	129.1	154.25	160.41	1
Winnipeg	121.7	123.0	123.0	110.49	110.32	1
Regina	120.0	120.8	128.5	111.95	111.84	1
Saskatoon	136.9	135.5	145.8	109.73	109.22	1
Calgary	150.1	149.9	153.7	127.92	126.27	1
Edmonton	149.4	149.3	151.5	124.22	123.03	1
Vancouver	139.6	138.4	140.3	133.30	133.46	1
Victoria	130.4	129.3	133.5	115.47	116.00	1

* Latest figures subjects to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration and Defence††	Total Specified Industries
						(in thousands)							
Canada													
July	1970*	—	129.5	989.9	693.8	350.9	—	1,079.5	306.9	1,190.6	699.4	451.7	6,581.7
June	1970*	61.9	128.1	869.2	793.0	354.6	661.7	1,091.1	306.5	1,201.0	709.9	456.6	6,641.5
July	1969†	80.4	116.9	880.7	810.1	422.1	673.6	1,046.6	313.1	1,108.5	737.9	440.2	6,639.1
NEWFOUNDLAND													
June	1970*	2.7	6.0	12.3	2.1	8.1	15.0	18.8	2.4	22.3	9.4	8.9	108.1
May	1970*	1.3	6.0	11.4	1.8	7.2	13.8	18.2	2.3	22.1	8.8	8.5	101.2
June	1969†	2.4	4.2	11.2	1.8	9.2	13.8	18.1	2.3	22.0	9.2	8.5	102.8
PRINCE EDWARD ISLAND													
June	1970*	0.1	—	2.5	0.4	1.7	3.1	4.4	0.6	6.3	2.3	2.8	24.3
May	1970*	0.1	—	2.4	0.4	1.4	2.9	4.4	0.6	6.2	2.0	2.5	22.8
June	1969†	0.2	—	2.5	0.4	2.0	3.2	4.9	0.6	6.1	2.1	2.4	24.6
NOVA SCOTIA													
June	1970*	3.2	5.4	19.2	14.8	16.8	20.2	36.5	7.4	46.5	19.5	22.4	211.8
May	1970*	2.6	5.5	18.2	14.4	16.2	20.0	36.7	7.2	46.4	17.3	21.5	206.0
June	1969†	3.1	5.8	19.5	15.3	15.2	25.1	32.5	6.9	40.4	17.1	20.9	202.1
NEW BRUNSWICK													
June	1970*	7.1	2.5	20.8	10.2	11.1	23.2	27.6	4.7	32.3	13.4	13.3	166.2
May	1970*	5.4	2.5	20.4	9.9	10.2	21.6	27.0	4.6	32.3	13.1	12.9	160.0
June	1969†	8.7	2.5	20.3	11.1	10.5	20.7	25.5	4.6	31.2	11.3	12.3	158.6
QUEBEC													
June	1970*	25.0	26.8	333.0	198.1	85.5	183.5	273.9	86.0	334.7	190.6	106.7	1,843.9
May	1970*	16.2	25.4	323.6	197.8	77.6	182.8	279.9	86.2	329.2	193.1	104.9	1,816.7
June	1969†	26.3	25.1	334.6	203.1	76.3	183.6	264.1	84.7	307.9	182.5	87.0	1,775.2
ONTARIO													
June	1970*	11.2	37.8	377.2	453.6	163.2	223.9	441.2	133.0	441.9	303.5	187.4	2,773.9
May	1970*	9.5	36.7	370.6	453.5	154.7	219.9	440.3	136.2	446.3	302.1	178.5	2,748.1
June	1969†	11.1	37.3	380.8	475.9	156.3	222.4	429.7	130.8	414.4	293.4	173.4	2,725.5
MANITOBA													
June	1970*	1.2	8.1	29.1	21.7	17.9	45.8	57.6	13.9	53.9	34.4	21.5	305.1
May	1970*	1.1	8.1	28.5	23.1	15.3	44.4	56.5	13.6	54.9	35.0	21.0	301.4
June	1969†	1.1	7.6	29.2	21.9	18.2	46.7	56.0	13.5	52.5	35.5	20.4	302.5
SASKATCHEWAN													
June	1970*	0.8	6.0	10.5	5.6	10.6	25.9	37.4	7.9	49.3	20.3	21.1	195.4
May	1970*	1.0	5.7	10.1	5.2	8.9	25.0	37.0	8.0	49.4	19.7	19.1	189.0
June	1969†	0.6	5.4	10.6	5.8	15.3	27.7	40.4	9.2	47.1	21.9	21.2	205.3
ALBERTA													
June	1970*	1.8	24.1	28.7	26.3	41.9	53.3	87.9	20.0	99.6	61.7	36.3	481.6
May	1970*	1.6	23.2	28.4	26.4	40.0	52.2	90.9	20.0	100.6	62.8	35.7	481.8
June	1969†	2.2	22.1	28.5	27.6	41.9	55.4	86.5	18.7	96.8	61.2	33.6	474.5
BRITISH COLUMBIA													
June	1970*	18.3	12.5	55.9	77.4	32.0	84.9	116.0	32.4	107.4	90.0	42.3	669.1
May	1970*	15.9	12.1	51.6	73.5	32.8	82.5	116.4	31.8	109.4	87.7	41.5	655.2
June	1969†	23.1	10.9	55.3	79.1	42.1	80.5	112.1	30.4	106.8	87.6	40.5	668.4

eliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations private households. ** Includes health services (except hospitals); motion picture and recreational services; services to business ma- ement; personal services (except domestic service) and miscellaneous services. †† Excludes non-civilian employees.
IS: 1960 Standard Industrial Classification.
RCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1970	June 1970	July 1969	July 1970	June 1970	
		(1961 = 100)		$	$	
MINING, INCLUDING MILLING	121.5	119.4	105.5	160.52	161.74	14
Metals	111.6	111.2	90.9	160.36	163.25	14
Mineral fuels	113.0	110.6	103.6	175.90	169.94	16
Non-metals except fuels	148.5	140.6	132.2	138.51	145.08	13
Quarries and sand pits	115.2	115.4	116.8	135.16	137.51	13
Services incidental to mining	177.0	170.3	168.8	169.69	167.97	14
MANUFACTURING	122.2	125.5	125.3	131.93	133.21	12
Durable goods	129.6	135.2	134.1	141.97	143.75	13
Non-durable goods	116.1	117.5	118.2	122.84	123.39	11
Food and beverages	117.4	114.8	117.8	117.59	118.70	10
Foods	117.5	114.2	117.8	113.28	114.26	10
Beverages	116.4	118.7	118.1	145.08	145.67	13
Tobacco processing and products	78.8	86.4	88.1	143.48	148.31	13
Rubber products	112.4	110.6	126.4	135.70	139.34	12
Leather products	91.3	91.6	100.5	86.22	87.52	8
Textile products	112.5	115.7	118.1	110.64	110.39	10
Knitting mills	105.6	112.4	117.2	82.79	83.14	7
Clothing	104.8	110.6	106.0	78.02	80.85	7
Wood products	109.8	109.8	116.2	115.91	116.73	10
Furniture and fixtures	122.7	127.1	132.8	108.52	108.13	10
Paper and allied industries	122.5	124.9	125.4	151.57	151.13	14
Printing, publishing and allied industries	116.0	119.2	114.2	138.78	137.59	12
Primary metal industries	131.0	135.0	124.6	157.97	157.43	14
Metal fabricating industries	132.3	136.3	136.0	139.59	142.14	12
Machinery, except electrical	146.6	150.2	151.7	152.23	152.10	13
Transportation equipment	127.3	146.7	135.4	157.88	159.35	14
Electrical products	142.3	144.5	151.1	132.45	136.46	12
Non-metallic mineral products	117.9	117.5	122.6	141.84	142.02	13
Petroleum and coal products	110.9	109.9	108.0	191.91	191.05	17
Chemicals and chemical products	121.7	123.6	121.0	150.38	149.26	14
Miscellaneous manufacturing industries	150.0	151.5	147.5	111.32	114.16	10
CONSTRUCTION	122.2	120.1	131.1	168.23	166.59	15
Building	126.5	125.0	138.1	165.95	165.34	15
Engineering	114.9	111.6	118.9	172.53	169.00	15
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	115.1	113.9	115.6	142.88	143.02	13
Transportation	109.9	108.4	112.6	141.74	142.01	13
Storage	115.0	113.0	115.8	129.53	129.38	11
Communication	125.2	124.3	118.7	134.32	134.31	12
TRADE	136.7	139.3	133.4	102.38	102.04	9
Wholesale trade	132.6	133.8	129.4	126.92	127.29	11
Retail trade	138.9	142.3	135.6	89.53	89.01	8
FINANCE, INSURANCE AND REAL ESTATE	145.0	144.9	141.0	120.21	120.11	11
Financial institutions	149.7	149.6	145.7	116.16	116.05	11
Insurance and real estate	138.6	138.5	134.7	126.10	126.03	11
SERVICE	182.9	183.7	181.8	91.80	90.44	8
Recreational services	180.8	179.5	190.6	87.05	82.35	8
Business services	195.4	195.9	195.3	144.11	144.18	12
Personal services	166.1	167.6	165.0	68.04	66.70	6
Miscellaneous services	224.2	224.0	213.9	92.21	91.48	8
INDUSTRIAL COMPOSITE	128.4	129.6	129.1	127.01	127.17	11

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
y	July 1970	June 1970	July 1969	July 1970	June 1970	July 1969	July 1970	June 1970	July 1969
				$	$	$	$	$	$
NG, INCLUDING MILLING	40.6	40.5	40.7	3.63	3.67	3.23	147.56	148.84	131.55
etals	39.7	40.1	39.5	3.76	3.79	3.33	149.45	152.03	131.47
ineral fuels	43.0	38.3	42.0	3.52	3.58	2.95	151.30	137.05	124.06
on-metals, except fuels	40.5	41.5	40.9	3.21	3.30	3.05	130.16	136.97	124.85
uarries and sand pits	45.0	45.5	48.5	2.91	2.92	2.79	130.75	133.09	135.51
ervices incidental to mining	41.4	41.4	41.0	3.96	3.98	3.53	163.78	164.57	144.80
UFACTURING	39.3	40.1	39.9	3.01	3.01	2.77	118.25	120.65	110.57
urable goods	39.6	40.6	40.4	3.26	3.26	2.98	128.92	132.31	120.25
on-durable goods	39.1	39.6	39.5	2.77	2.76	2.57	108.34	109.33	101.37
ood and beverages	39.9	40.4	39.8	2.65	2.65	2.42	105.87	106.97	96.55
Foods	39.9	40.3	39.6	2.56	2.55	2.34	102.16	102.85	92.78
Beverages	40.6	41.4	41.3	3.34	3.33	3.08	135.57	137.75	127.16
obacco processing and products	35.8	37.4	36.7	3.59	3.59	3.21	128.59	134.16	117.86
ubber products	40.0	41.6	40.0	3.13	3.14	2.86	125.01	130.60	114.38
eather products	38.1	38.2	38.5	2.03	2.05	1.90	77.29	78.54	73.39
extile products	39.8	40.3	40.3	2.41	2.38	2.19	96.09	96.01	88.28
Miscellaneous textiles	40.1	41.7	40.2	2.66	2.65	2.30	106.82	110.63	92.35
Knitting mills	40.0	39.4	40.4	1.82	1.84	1.68	73.05	72.40	67.91
Clothing	35.0	36.0	36.5	1.97	2.00	1.86	69.04	71.92	68.00
Wood products	38.0	38.6	39.0	2.84	2.84	2.65	107.93	109.46	103.40
Furniture and fixtures	40.1	40.1	41.4	2.41	2.42	2.22	96.70	97.01	91.87
Paper and allied industries	40.6	40.9	40.8	3.48	3.47	3.30	141.39	141.62	134.69
Pulp and paper mills	40.9	41.1	41.1	3.73	3.73	3.60	152.65	153.28	147.87
Printing, publishing and allied industries	37.1	37.3	38.1	3.60	3.56	3.33	133.44	132.73	126.90
Primary metal industries	40.5	40.8	41.0	3.64	3.62	3.35	147.11	147.45	137.31
Iron and steel mills	39.7	40.1	40.3	3.83	3.80	3.45	152.24	152.62	138.96
Metal fabricating industries	39.8	41.2	40.8	3.26	3.26	3.00	129.80	134.46	122.41
Machinery, except electrical	40.2	40.9	40.2	3.40	3.40	3.16	136.72	138.93	126.81
Transportation equipment	40.0	41.2	40.6	3.62	3.60	3.25	144.50	148.20	132.04
Aircraft and parts	38.8	40.1	40.9	3.53	3.49	3.26	137.18	140.06	133.23
Motor vehicles	39.9	41.7	40.6	3.80	3.78	3.37	151.56	157.36	136.91
Assembling	41.9	42.6	41.7	4.31	4.16	3.90	180.31	177.32	162.86
Parts and accessories	38.9	41.2	40.2	3.75	3.56	3.27	145.84	146.76	131.33
Shipbuilding and repairing	40.2	40.3	40.5	3.74	3.49	3.25	150.27	140.47	131.65
Electrical products	37.9	39.3	38.6	2.93	2.97	2.69	111.17	116.94	103.62
Communications equipment	37.1	38.5	38.1	2.83	2.87	2.57	104.86	110.48	97.78
Non-metallic mineral products	41.8	42.8	43.1	3.20	3.13	3.00	133.61	133.85	129.08
Petroleum and coal products	42.5	43.1	43.4	4.23	4.14	3.78	179.70	178.43	164.04
Chemical and chemical products	40.8	41.2	40.8	3.23	3.17	3.01	131.94	130.52	122.79
Miscellaneous manufacturing industries	38.6	39.9	39.2	2.41	2.42	2.24	93.21	96.48	87.98
NSTRUCTION	40.7	40.3	41.6	4.11	4.09	3.64	167.40	164.89	151.35
Building	38.3	38.2	39.3	4.28	4.26	3.78	163.97	162.80	148.40
General contractors	38.3	39.2	39.7	4.05	4.01	3.65	155.14	157.21	145.14
Special trade contractors	38.3	37.5	38.9	4.46	4.44	3.88	170.56	166.78	150.97
Engineering	45.3	44.4	46.1	3.84	3.81	3.41	173.91	168.95	157.22
Highways, bridges and streets	46.0	45.9	49.0	3.18	3.22	2.98	146.23	147.56	146.24
Other engineering	44.5	42.7	43.1	4.61	4.49	3.92	204.90	191.97	168.98
IER INDUSTRIES									
Urban transit	42.0	43.6	41.6	3.73	3.59	3.49	156.81	156.80	145.08
Highway and bridge maintenance	36.9	38.7	36.7	2.68	2.67	2.53	98.91	103.38	92.54
Laundries, cleaners and pressers	37.1	37.3	37.4	1.73	1.75	1.61	64.39	65.38	60.44
Hotels, restaurants and taverns	33.7	32.3	33.5	1.73	1.72	1.60	58.27	55.50	53.64

t figures subject to revision.
ce: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers Average Weekly Wages (1961 = 100) Current Dollars	D
		$	$		
Average					
1965	41.0	2.12	86.94	116.8	
1966	40.8	2.25	91.65	123.1	
1967	40.3	2.40	96.84	130.1	
1968	40.3	2.58	104.00	139.7	
1969	40.0	2.79	111.72	150.1	
Last Pay Period in					
1969—July	39.9	2.77	110.57	148.5	
August	40.1	2.78	111.37	149.6	
September	40.7	2.82	114.89	154.3	
October	40.4	2.84	114.87	154.3	
November	40.4	2.88	116.18	156.1	
December	37.2	2.92	108.68	146.0	
1970—January	39.8	2.92	116.30	156.2	
February	40.0	2.93	117.36	157.6	
March	39.5	2.96	117.14	157.3	
April	39.8	2.99	118.84	159.6	
May	40.0	2.99	119.69	160.8	
June*	40.1	3.01	120.65	162.1	
July†	39.3	3.01	118.25	158.8	

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings,
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*	
	July 1970	June 1970	July 1969	July 1970	June 1970
				$	$
Newfoundland	41.2	43.5	43.4	2.36	2.25
Nova Scotia	39.8	39.1	40.1	2.45	2.42
New Brunswick	41.1	41.8	40.3	2.42	2.32
Québec	39.9	40.6	40.3	2.68	2.70
Ontario	39.4	40.3	40.0	3.19	3.20
Manitoba	38.9	39.6	39.9	2.74	2.72
Saskatchewan	39.4	40.5	39.1	3.14	3.12
Alberta	38.9	39.5	39.4	3.19	3.17
British Columbia	36.1	36.1	37.4	3.67	3.69

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid t
insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to rev
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

-Unemployment Insurance

ployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment ance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical rt on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of ata see Technical Note, page 503, July 1970 issue.

e E-1—Estimates of the Insured Population er the Unemployment Insurance Act

of	Total	Employed	Claimants
—July	5,617,000	5,177,600	439,400
June	5,672,000	5,230,100	441,900
May	5,607,000	5,101,600	505,400
April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600

Table E-4—Benefit Payments, by Province, August 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	23,884	792,730
Prince Edward Island	3,494	105,570
Nova Scotia	38,827	1,252,751
New Brunswick	31,040	976,018
Québec	329,445	11,159,800
Ontario	438,746	15,170,190
Manitoba	37,776	1,217,731
Saskatchewan	26,758	880,350
Alberta	63,580	2,220,031
British Columbia	200,327	7,602,257
Total, Canada, August 1970	1,193,877	41,377,428
Total, Canada, July 1970	1,250,375	43,854,345
Total, Canada, August 1969	874,533	27,745,072

le E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

ince	August 1970			August 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
ada	106,371	75,104	31,267	87,120	63,766	23,354
foundland	1,926	1,374	552	2,272	1,518	754
ce Edward Island	222	178	44	227	167	60
a Scotia	3,211	2,419	792	2,449	1,761	688
Brunswick	2,777	2,055	722	2,354	1,741	613
ec	33,761	23,725	10,036	25,536	18,316	7,220
rio	38,873	27,675	11,198	38,760	29,142	9,618
itoba	3,145	2,362	783	1,922	1,457	465
atchewan	2,081	1,478	603	1,676	1,230	446
rta	6,267	4,507	1,760	3,084	2,266	818
sh Columbia	14,108	9,331	4,777	8,840	6,168	2,672

addition, revised claims received numbered 36,081.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim Province and Sex, at August 31, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	clai Aug
Canada	408,702	102,847	119,819	87,798	98,238	2
Male	247,609	68,134	71,468	53,087	54,920	1
Female	161,093	34,713	48,351	34,711	43,318	1
NEWFOUNDLAND	8,035	1,730	1,646	3,683	976	
Male	5,883	1,235	1,000	3,059	589	
Female	2,152	495	646	624	387	
PRINCE EDWARD ISLAND	1,129	186	355	200	388	
Male	712	128	263	100	221	
Female	417	58	92	100	167	
NOVA SCOTIA	12,170	2,800	2,475	2,880	4,015	
Male	8,125	2,031	1,706	1,788	2,600	
Female	4,045	769	769	1,092	1,415	
NEW BRUNSWICK	10,156	1,994	2,267	2,267	3,628	
Male	6,702	1,407	1,542	1,542	2,211	
Female	3,454	587	725	725	1,417	
QUÉBEC	126,573	25,926	37,616	27,036	35,995	
Male	81,060	18,644	23,507	17,023	21,886	
Female	45,513	7,282	14,109	10,013	14,109	
ONTARIO	156,488	40,367	48,379	27,319	40,423	
Male	84,854	24,608	25,456	14,425	20,365	
Female	71,634	15,759	22,923	12,894	20,058	
MANITOBA	12,393	3,821	3,610	3,384	1,578	
Male	7,011	2,314	2,103	1,823	771	
Female	5,382	1,507	1,507	1,561	807	
SASKATCHEWAN	8,397	2,333	2,106	2,636	1,322	
Male	5,103	1,378	1,480	1,582	663	
Female	3,294	955	626	1,054	659	
ALBERTA	21,107	8,355	6,189	4,466	2,097	
Male	12,945	5,825	3,495	2,589	1,036	
Female	8,162	2,530	2,694	1,877	1,061	
BRITISH COLUMBIA	52,254	15,335	15,176	13,927	7,816	
Male	35,214	10,564	10,916	9,156	4,578	
Female	17,040	4,771	4,260	4,771	3,238	

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

-Prices

le F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
				(1961 = 100)				
—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
—September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
July	130.5	131.6	131.5	126.9	125.2	139.8	132.4	126.5
August	130.5	131.9	131.5	126.2	125.3	140.2	132.5	126.4
September	130.2	130.0	131.8	127.0	125.3	140.1	133.0	126.4
				(1949 = 100)				
September	168.2*							

an interim period the all-items index only will be published on both the 1961 and the 1949 base.
: 1957 weighted. Calculated by the Prices Division, DBS.

le F-2—Consumer Price Indexes for Regional Cities of Canada—September, 1970

	All-Items			Food	Housing	Clothing	Trans-porta-tion	Health and Personal Care	Re-crea-tion and Reading	Tobacco and Alco-hol
	Sept. 70	Aug. 70	Sept. 69							
						(1961 = 100)				
ohn's, Nfld.	121.3	122.6	120.3	119.8	115.1	130.1	116.3	132.6	116.3	143.9
ax	124.1	125.3	121.2	130.2	118.6	117.8	118.9	142.3	129.9	127.6
John	123.8	124.0	121.5	130.0	115.5	128.7	120.8	134.8	130.4	126.3
treal	124.3	124.8	122.1	125.6	117.1	124.5	125.7	131.9	140.3	128.2
wa	127.7	128.0	123.9	129.4	120.8	129.8	126.1	142.9	136.7	132.2
nto	127.3	127.7	125.5	127.3	121.5	130.2	131.7	140.6	127.6	130.3
nipeg	127.6	127.4	124.7	132.4	115.7	134.5	128.9	146.8	135.4	128.7
atoon-Regina	122.8	122.4	121.2	131.3	114.3	128.4	117.1	128.2	129.7	122.1
onton-Calgary	126.1	125.7	123.0	131.2	119.1	126.8	121.5	144.0	134.9	124.1
couver	123.5	123.4	119.5	128.4	118.0	127.7	122.9	134.7	124.6	113.4

: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as een cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departme Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tab this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers rep on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stopp Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days	Per c Estim Wor
1965	478	501	171,870	2,349,870	
1966	582	617	411,459	5,178,170	
1967	498	522	252,018	3,974,760	
1968	559	582	223,562	5,082,730	
1969	566	595	306,799	8,057,060	
*1969—October	37	112	73,930	1,112,570	
November	33	90	49,404	402,010	
December	19	67	11,719	138,290	
*1970—January	17	57	8,428	102,840	
February	34	70	13,551	120,990	
March	31	68	16,619	166,060	
April	52	97	50,469	633,900	
May	54	101	88,938	1,263,830	
June	23	94	72,736	1,112,920	
July	52	119	98,037	1,153,680	
August	38	111	70,835	675,320	
September	26	73	45,437	637,850	
October	21	77	44,111	780,070	

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, October 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	60	180
Manufacturing	10	46	38,790	738,370
Construction	2	8	2,545	20,930
Transportation and utilities	—	2	121	2,770
Trade	1	7	463	4,730
Finance	—	—	—	—
Service	5	11	2,079	12,900
Public administration	2	2	53	190
ALL INDUSTRIES	21	77	44,111	780,070

Table G-3—Strikes and Lockouts, by Jurisdic October 1970, (Preliminary)

Jurisdiction	In Effect During M: Number Beginning During Month	Strikes and Lockouts	Workers Involved	
Newfoundland	—	—	—	
Prince Edward Island	—	—	—	
Nova Scotia	2	6	1,110	
New Brunswick	—	2	185	
Quebec	1	19	6,762	1
Ontario	12	28	30,578	5
Manitoba	—	—	—	
Saskatchewan	1	2	478	
Alberta	1	2	1,140	
British Columbia	4	17	3,613	
Federal	—	1	245	
ALL JURISDICTIONS	21	77	44,111	7

le G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970, (Preliminary)

stry loyer tion	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
nufacturing						
D AND BEVERAGES						
adian Fish and Booth's Fisheries Ltd., ulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	43,860	Apr. 3 —	Union recognition—
THER						
Sissman Shoe Co., urora, Ont.	Food Workers Loc. 486 (AFL-CIO/CLC)	151	760	2,720	Sept. 14 Oct. 7	Not reported—5*c* an hr. increase the first year., 5*c* an hr. second yr.; piece work 7% increase the first year, 6% second year, ½ day off Christmas and New Year's eve.
TTING MILLS						
arvey Woods Ltd., oodstock, Ont.	Textile Workers' Union Locs. 1300 & 986 (AFL-CIO/CLC)	550	2,750	2,750	Oct. 23 Oct. 30	Wages—Return of workers.
OTHING						
hateau Lingerie, lontreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,230	21,550	Apr. 14	Wages, hours, working conditions—
OD						
cierie Price (Shipshaw), t-David-de-Falardeau, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,300	31,800	July 1	Wages, hours—
cieries Murdock Ltée, t. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,310	9,130	July 6 —	Wages, hours—
keena Kraft Ltd., Celgar Sawmill Div., astlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC)	382	8,020	26,350	July 24 —	Alleged grievances—
PER						
ompagnie Gaspesia Ltée, handler, Qué.	Pulp and Paper Mill Workers Loc. 455 (AFL-CIO/CLC) & Papermakers Loc. 858 (AFL-CIO/CLC)	706	14,830	33,190	Aug. 25 —	Wages, other benefits—
ntario Paper Co. Ltd., horold South, Ont.	Various unions	920	6,440	6,440	Oct. 1 Oct. 12	Inability to reach agreement on a master contract—85*c* an hr. increase over 3 yrs; acceptance of 7-day work week clause.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970, (Preliminary) (Co

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Abitibi Paper Co. Ltd., Sault Ste. Marie, Iroquois Falls and Thunder Bay, Ont.	Papermakers Locs. 133 & 109 (AFL-CIO/CLC)	866	4,680	4,680	Oct. 2 Oct. 13	Wages, fringe benefits—27 hr. increase eff. May 1, 197 or 6½% whichever is highe 1, 1971, 15c or 3½% May 1, 2c plus 3½% Aug. 1, 1972; improved benefits.
Prince George, Pulp & Paper, Prince George, B.C.	Pulp and Paper Workers Loc. 9 (Ind.)	650	1,950	1,950	Oct. 9 Oct. 12	Not reported—Not reporte
PRIMARY METALS						
Aluminum Co. of Canada Ltd., (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	31,970	143,860	July 14 Oct. 26	Wages, fringe benefits—Ret workers, settlement terms n ported.
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers (AFL-CIO/CLC)	100	600	600	Oct. 23 —	Failure to negotiate a new ment—
MACHINERY						
Canadian Longyear, North Bay, Ont.	Machinists Loc. 2412 (AFL-CIO/CLC)	170	2,040	4,420	Sept. 11 Oct. 20	Wages, fringe benefits—11% increase, improved fringe fits.
Atlantic Dry Kiln Ltd., Rimouski, Qué.	Machinists Loc. 546 (AFL-C10/CLC)	106	1,700	2,760	Sept. 17 Oct. 26	Wages—30c an hr. increas year, 30c the second year.
TRANSPORTATION EQUIPMENT						
Hawker Siddeley (Can.) Ltd., Canadian Car, Fort William Division, Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	8,970	31,180	July 20	Wages, other benefits—
General Motors of Canada, Ste-Thérèse Ouest, Qué.	Auto Workers Loc. 1163 (CLC)	2,500	52,500	87,500	Sept. 11 —	Wages, other matters—
General Motors of Canada & subsidiairies, Various locations, Ont.	Auto Workers Various locals (CLC)	24,500	514,500	825,800	Sept. 11 —	Wages, other benefits—
ELECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	7,880	52,890	Apr. 11 —	Wages, fringe benefits, grie procedures, length of agre —
Canron Limited, Lachine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	16,800	43,200	Aug. 13 —	Wages, fringe benefits, job rity—
John Inglis Co. Ltd., Stoney Creek, Ont.	Auto Workers Loc. 525 (CLC)	407	8,550	18,320	Aug. 27 —	Wages—

le G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970, (Preliminary) (Cont.)

try oyer ion	Union	Workers Involved	Duration in Man-Days October	 Accu-mulated	Starting Date Termination Date	Major Issues Result
-METALLIC MINERAL DUCTS						
o-Con Murray Ltd., ampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,070	12,570	June 30 —	Wages—
ebec Ready-Mix Inc., ebec area, Qué.	Building and Woodworkers' Federation (CNTU)	100	2,100	3,600	Sept. 10 —	Wages, hours, other benefits—
MICAL PRODUCTS						
nadian Industries Ltd., cMasterville, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	550	8,800	9,900	Sept. 29 Oct. 26	Wages—18% wage increase over 2-yr. period; evening and night shifts premiums increased.
nadian Industries Ltd., itro, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	545	3,820	3,820	Sept. 30 Oct. 13	Wages, Rand formula—Wage increases, other benefits.
nstruction						
oncton Construction Assoc., oncton, N.B.	Sheet Metal Workers Loc. 64 (AFL-CIO/CLC)	153	3,210	8,870	Aug. 7 —	Wages, working conditions—
echanical Contractors Association in Waterloo, arious locations, Southern Ontario.	Plumbers Loc. 527 (AFL-CIO/CLC)	550	11,550	31,350	Aug. 11 —	Wages, other benefits—
roft Metals, alifax, N.S.	Painters Loc. 1439 (AFL-CIO/CLC)	100	700	2,900	Aug. 31 Oct. 13	Wages—Not reported.
ape Breton division of the Construction Assn. of Nova Scotia, dney, N.S.	Labourers Loc. 1115 (AFL-CIO/CLC)	600	1,200	6,600	Sept. 18 Oct. 5	Not reported—Not reported
ntario Steel natham, Ont.	Auto Workers (CLC)	900	900	900	Oct. 5 Oct. 6	Not reported—Not reported.
ydro-Quebec, aie Comeau, Qué.	Public Service Employees' Federation (CNTU)	140	2,240	2,240	Oct. 8 —	Job security—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, October 1970 (Preliminary) (Co

Industry Employer Location	Union	Workers Involved	Duration in Man-Days October	 Accumulated	Starting Date Termination Date	Major Issues Result
Transportation and Utilities						
TRANSPORTATION						
Traverse Matane Godbout Ltée, Five St. Lawrence river ports, Qué.	Seafarers (CLC)	113	2,600	3,390	Sept. 23 Oct. 24	Guaranteed 10 work mon Wage increases, security o ployment time and one-half 40 hours, improved vacation fringe benefits.
Trade						
Nova Scotia Liquor Commission, Various centres, Nova Scotia	CLC-directly chartered	250	500	500	Oct. 8 Oct. 10	Wages, medical benefits—R of workers pending further tiations.
Service						
EDUCATION						
Commission Scolaire Régionale Saguenay, Chicoutimi, Qué.	Municipal and School Employees' Federation (Ind.)	302	600	1,510	Sept. 28 Oct. 5	Wages, seniority—8% wag crease.
Prince Albert Public, Separate & Collegiate Schools, Prince Albert, Sask.	Saskatchewan Teachers' Federation (Ind.)	380	1,900	1,900	Oct. 15 Oct. 22	Wages—Return of workers.
Edmonton Public School Board, Edmonton, Alta.	Public Employees' Locs. 474 & 784 (CLC)	1,100	6,600	6,600	Oct. 23 —	Wages—

*Federal jurisdiction.

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rial Relations Research in Canada (annual). An inventory, led and published by the Canada Department of Labour, of rial relations research undertaken by the Department, other ment departments, academic institutions and private individ- Free. Cat. No. L2-29/1969.

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r Organizations in Canada (annual). Contains a brief com- ry, the latest statistical data on union membership, and a ory of labour organizations with names of their principal rs, publications and the geographic distribution of their local hes in Canada. (English or French). Price $1.25, Cat. No. 1969.

trial and Geographic Distribution of Union Membership in Canada, (English or French). Price 15 cents, Cat. No. L31-769.

es and Lockouts in Canada (annual). Furnishes a record of strikes ockouts occurring in Canada during a year. Tables and related show strikes and lockouts by years, by areas, by industries, ding time lost, number of workers involved, duration, etc. Price nts, Cat. No. L2-1/1968.

e Rates, Salaries and Hours of Labour, 1969. An annual report ished in loose-leaf form and followed later by a paperback volume. tains the results of an annual survey at October 1 of occupational rates and standard hours of work in most industries. First-year ce, including attractive binder with index tabs and paperback vol- $10.00; service without indexed binder, $7.50; individual tables, nts. Paperback volume, $3.00. (Bilingual). Cat. No. L2-552.

king Conditions in Canadian Industry, 1969. (Bilingual). Price 0, Cat. No. L2-15/1969.

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our Relations Legislation in Canada. A comparative study of the ral and provincial Labour Relations Acts in Canada as they ted at the end of 1968. (A separate reprint, updating material in publication, is available free on request). Price $3.50. Cat. No. -2069.

our Standards in Canada. Sets out standards in effect under federal provincial labour laws regarding child labour, minimum wages, al pay for equal work, hours of work, weekly rest day, annual ations with pay, public holidays, fair employment practices, notice ermination of employment, maternity protection (new section) workmen's compensation. (English or French). Price 75 cents, . No. L2-7/1969.

rkmen's Compensation in Canada. Deals with compensation for loyment injury, the basic principles underlying the system, and erage of the provincial Acts as of December 31, 1967. (Information changes in workmen's compensation laws is published yearly and vailable free on request). 1969. (English or French). Price $1.00, . No. L34-1969.

Occasional Papers

3 Wage Determination in Canada, by George Saunders, 1965. Price 50 cents, Cat. No. L2-26/3.

4 Studies in the Economics of Education, by Bruce W. Wilkinson, 1966. Price $2.50, Cat. No. L2-26/4.

5 Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Price $3.50, Cat. No. L2-26/5.

6 Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Price $1.75, Cat. No. L2-26/6.

Women's Bureau

Women's Bureau '69. Three papers delivered by the Director of the Women's Bureau during 1969 in connection with problems related to the employment of women. (Bilingual). Free.

Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child-care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Maternity Leave Policies. A special survey of maternity leave practices in Canadian industry. 1969. (Bilingual). Free.

Facts and Figures: Women in the Labour Force, 1969. (Bilingual). Free.

Part-Time Employment in Retail Trade. A study of the growth of part-time employment in Canada. 1969. (English or French). Free.

Women in the Public Service—Their Utilization and Employment, by Stanislaw Judek. Growth and composition of public service employment. Promotion, training and earnings. Regularity of employment. Some characteristics and problems of female public employees. 1968. (English or French). Free.

Women at Work in Canada. A fact book on the female labour force, their characteristics, occupations, earnings, working conditions and legislation affecting women workers. 1964. (English or French). Free.

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The Labour Gazette

Official Journal Canada Department of Labour

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVA
published monthly by the Canada Department of Labour, Public Relations and Information Services Branch, R. Brian O'Regan, Director, are listed in the Canadian Periodical Inde and the Current Contents, Behavioral, Social and Managem Sciences.
CORRESPONDENCE—Address letters dealing with editori matters to the Editor, The Labour Gazette.
SUBSCRIPTIONS—Canada: $3 a year, single copies 50 ce all other countries: $5 a year, single copies 50 cents.
Send remittance by cheque or post office money order, payab to the Receiver General of Canada, to Information Canada, Publishing Division, Ottawa, Canada. All subscriptions payab in advance.
BOUND VOLUMES—$5 a copy delivered in Canada, $7 a c to other countries.
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